

1 UNITED ACADEMICS PROPOSAL

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3 PUBLIC EMPLOYEE BENEFITS

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5 **Section 1. Health.** Bargaining unit members, excluding Postdoctoral Scholars,
6 Postdoctoral Fellows, and those employed at less than 0.50 FTE, are eligible ~~may~~ to
7 participate in the ~~group health~~ insurance plans offered through the Public Employees'
8 Benefit Board (PEBB), including ~~offered to University employees to the extent permitted~~
9 ~~under the provisions set by the administrators of the benefits,~~ medical, dental, and vision
10 insurance for themselves and eligible family members and employee basic life insurance.
11 Benefits offered through PEBB ~~which~~ may be modified from time to time by PEBB.
12 Bargaining unit members are also eligible to participate in additional benefits programs
13 offered through the University to the extent permitted under the provisions of those
14 programs, ~~which may be modified from time to time.~~

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16 **Section 2.** Medical, dental, vision, and employee basic life insurance benefits will begin
17 on the first day of the first month of employment for all eligible bargaining unit members.

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19 **Section 3.** The Employer will continue employer premium contributions at the present
20 95%-5% levels for PEBB medical, dental, vision, and employee basic life insurance
21 benefits chosen by bargaining unit members.

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23 **Section 4.** The Employer will provide an additional \$40 monthly subsidy toward the
24 PEBB premium costs for bargaining unit members whose monthly full-time equivalent
25 base salary rate is less than or equal to \$2,885.

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27 **Section 5.** The Employer will continue eligibility and employer premium contributions
28 over the Summer Term for 9-month bargaining unit members who are expected to return
29 to their positions the subsequent Fall Term.

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31 **Section 6.** Bargaining unit members, excluding Postdoctoral Scholars and Postdoctoral
32 Fellows, will have equal access to the same insurance benefits provided by the
33 Employer to all unclassified university employees on the same terms and conditions.

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35 **Section 7.** Thirty days before the employment start date, the Employer will provide
36 written notice of rights under this Article to any faculty member who has a break in
37 service for longer than one term.