ARTICLE 27. PUBLIC EMPLOYEE BENEFITS

Section 1. Bargaining unit faculty members employed at least with an annual FTE of 0.50 FTE or greater are eligible, at their option, for medical, dental, and vision insurance through PEBB during the entire academic year they are employed. In determining FTE for each term, units should consider the ebb and flow of work and duties throughout the year. For funding-contingent faculty, FTE must align with effort reporting on the grant.

Section 2. The University will continue employer premium contributions at the present 95%-5% levels for PEBB medical, dental, and vision benefits chosen by bargaining unit members.

Section 3. Bargaining unit faculty members will have equal access to the same insurance benefits provided by the University to all faculty and Officers of Administration unclassified university employees on the same terms and conditions.

Section 4. New bargaining unit faculty members and any bargaining unit faculty member who has a break in service for longer than one term will receive written notice of their rights under this Article 15 days before the employment start date, when feasible.

Section 5. PEBB benefits will begin on the first day of the month in which the bargaining unit faculty member’s appointment begins. The University and the Union will meet prior to July 2021 to form a committee to explore options for providing access to quality health care at a lower cost to the university, including, but not limited to, exploring options to provide lower cost health insurance for employees in the Postdoctoral Scholar classification. The committee will include three representatives from the union, a representative from human resources, a representative from the university health care center, a representative from the general counsel's office, and other experts and stakeholders identified and agreed to by the union and the university. The committee will make recommendations to the Provost regarding any options identified by the end of December 2021.