

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

February 7, 2024

Benefits

- A. The Employer shall offer full-time bargaining unit faculty members access to medical plans, dental plans, vision plans, flexible spending plans, health savings accounts, life and disability insurance plans, and qualified commuter expense accounts on the same terms and conditions applicable to other full-time non-bargaining unit employees, to the extent permitted by law. The Employer will contribute to the monthly premium cost of the full-time bargaining unit faculty member's medical insurance plan of choice on the same basis and in the same amount as it does for its other full-time non-bargaining unit employees, and bargaining unit faculty member monthly medical insurance premium contributions shall be made on a pre-tax basis. The terms and conditions of the plans are governed by the plan documents, as they may exist from time to time.
- B. The Employer has the right to amend the plans referenced in Paragraph A, including the amount of premium contributions paid by bargaining unit faculty members, at its sole discretion and without negotiation with the Union. Notwithstanding, any changes made by the Employer to the benefit levels of the plans referenced in Paragraph A shall be substantially similar to the terms applicable as of the ratification of this Agreement; any changes that are not substantially similar, the Employer shall negotiate with the Union. The Employer may, in its discretion, increase premium contributions for bargaining unit faculty for the plans referenced in Paragraph A, up to a maximum of ten percent (10%) per plan year during the life of the Agreement. The Employer shall negotiate with the Union any increases that are greater than ten percent (10%).
- C. The Employer shall comply with all federal and state requirements, including those under the Health Insurance Portability and Accountability Act, related to the confidentiality of bargaining unit faculty medical information. If the Employer is served with a subpoena or any other legal process seeking access to a bargaining unit faculty member's health information, the Employer shall notify the bargaining unit faculty member in writing within a reasonable time period.
- D. All full-time bargaining unit faculty members and eligible part-time tenured or tenure-stream bargaining unit faculty members shall be eligible to participate in the Employer's Defined Contribution Plan ("the Plan") on the terms applicable to other non-bargaining unit employees eligible for the Plan. The terms and conditions of the Plan are governed by the plan documents, as they may exist from time to time.
- E. All full-time bargaining unit faculty members shall be eligible for care.com benefits on the same terms applicable to other full-time non-bargaining unit employees. The Employer shall provide full-time bargaining unit faculty members with access to the University Child

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

Development Center (UCDC) on the same terms and conditions applicable to other full-time non-bargaining unit employees, including any increases to tuition. The University will work to explore expansion of availability of the UCDC to bargaining unit faculty members.

- F. Bargaining unit faculty members with appointments at the Pittsburgh campus shall have access to fare-free public transportation through Pittsburgh Regional Transit to the extent such benefit is offered to other employees.
- G. Education benefits shall be made available to bargaining unit faculty members in accordance with existing University policy, subject to the eligibility requirements and all other terms of applicable University policy. The Employer reserves the right to modify University policy providing for education benefits, in its sole discretion during the term of the Agreement, and will provide the Union with notice of any changes to such policy.
- H. Full-time bargaining unit faculty members with Falk School appointments shall be eligible for a scholarship covering full tuition remission for their dependent children who attend the Falk School.
- I. Bargaining unit faculty will have access to fitness facilities in accordance with University policy.
- J. Upon ratification of this Agreement, part-time bargaining unit faculty shall have access to benefits as follows:
 - a. Part-time bargaining unit faculty who have a workload of at least thirty percent (30%) of that of a full-time bargaining unit faculty member, ~~as determined by their department,~~ shall have access to medical, dental and vision insurance. For the sole purpose of determining eligibility for benefits under this Paragraph, four (4) credits per term or two (2) full business days per week shall constitute thirty percent (30%) of a full-time workload.
 - b. Part-time bargaining unit faculty who have a workload of at least fifty percent (50%) of that of a full-time bargaining unit faculty member, ~~as determined by their department,~~ shall have access to the shall have access to medical, dental and vision insurance, health savings accounts, life insurance, and commuter expense accounts offered to full-time bargaining unit faculty, same benefits as full-time bargaining unit faculty, as set forth in Paragraph A above. For the sole purpose of determining eligibility for benefits under this Paragraph, six (6) credits per term or three (3) full business days per week shall constitute fifty percent (50%) of a full-time workload.
- K. Upon ratification of this Agreement, part-time bargaining unit faculty hired on or after the date of ratification, who are eligible for group health insurance benefits through another

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employer of the part-time bargaining unit faculty member or through the employer of a spouse, partner, child or parent shall not be eligible for benefits through the University.

- L. Notwithstanding the above, part-time bargaining unit faculty who have benefits at the University, as of the date of ratification of this Agreement, shall continue to have such benefits until such time as they leave the University or become eligible for greater benefits under Paragraph H above. The terms and conditions of the benefit plans are governed by the plan documents, as they may exist from time to time.
- M. Bargaining unit faculty members will be eligible for the Employee Emergency Fund benefit on the same terms as non-bargaining unit employees.

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