

**Akron-AAUP Package Proposal**  
**11/6/20**

The following is proposed as a package which the Chapter would work to ratify as soon as possible if accepted so that the University could hold an open enrollment period for the bargaining unit yet this year.

**1. Health Insurance**

The University’s proposed contribution levels for bargaining unit faculty health care contributions (as shown below) for 2021 only. Contribution percentages would “snap back” to the 2020 levels in calendar year 2022 and for any other calendar years covered by the CBA (see table below). The salary ranges shown for 2022 are an estimate; the exact ranges would be determined as they have been in 2020 and past years based on the specified percentage of University employees falling within each tier.

Both medical plans maintain same plan design for duration of CBA. The Blue plan contribution for all years would be determined according to current methodology of equalizing the University contribution to the Gold and Blue plans for each type of coverage and income tier.

**2021 Annual Employee Contribution for Medical Insurance**

PPO 85% Gold Plan							
Percent of Premium	18%	19%	24%	29%	33%	36%	42%
Salary Range	Up to \$47,999	\$48,000-\$56,999	\$57,000-\$74,999	\$75,000-\$84,999	\$85,000-\$99,999	\$100,000-124,999	\$125,000+

**2022-23 Annual Employee Contribution for Medical Insurance**

PPO 85% Gold Plan							
Percent of University Employees Per Tier	7.5%	10%	20%	25%	20%	10%	7.5%
Percent of Premium	15%	17%	18%	19%	20%	21%	23%
Salary Range (estimated)	Less than \$32,000	\$32,001-\$37,000	\$37,001-\$48,000	\$48,001-\$67,000	\$67,001-\$92,000	\$92,001-\$125,000	\$125,001+

## **2. Severance Pay for RIF Faculty**

Severance pay for the final list of reduction-in-force faculty (66 faculty members) at the rate of \$1,200 per year of service up to a maximum of \$15,000. Receipt of this severance pay (and only this severance pay) would require a waiver and release of claims against the University, except for rights under Article 15 Sections 9 and 10 as awarded by the Arbitrator. Faculty who sign the release would be able to receive letters of recommendation from faculty administrators.

## **3. Tuition Benefits for RIF Faculty**

The University offers the bargaining unit faculty subject to the reduction in force the same tuition benefits that were explained in the FAQ document initially distributed to RIF faculty, applying that benefit retroactively for Fall 2020 if faculty/dependents are enrolled. In addition, the benefit is extended to allow students who did not enroll in the Fall 2020 semester to have the same benefits if they enroll in the Spring 2021 semester (including a one-semester extension to the 4-year deadline and 1-year deadlines). Students who were enrolled during the 2019-20 academic year and resume enrollment in Spring 2021 would be considered continuously enrolled for purposes of this benefit. Receiving this benefit would not require signing a release of claims against the University.

## **4. Retiree Dependent Health Insurance for the 2021 calendar year**

These benefits would continue for the 2021 calendar year with an increase in the individual contribution level from 19% to 29%. Additional years covered by the CBA remain on the table for further negotiation.