

Akron-AAUP Package Proposal – Nov. 18, 2020

1. Compensation

The Akron-AAUP’s compensation proposal as proposed on Nov. 16, 2020.

2. Health Insurance

Increased contribution levels for bargaining unit faculty (as shown below) for 2021 only. This increases the bargaining unit’s share of health insurance coverage by 15% as a whole. 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	15%	17%	18%	19%	20%	21%	23%	25%	29%
Salary Range	Less than \$32,000	\$32,000 to \$36,999	\$37,000 to \$47,999	\$48,000 to \$56,999	\$57,000 to \$74,999	\$75,000 to \$84,999	\$85,000 to \$99,999	\$100,00 to \$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+

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3. Severance Pay and Tuition Benefits for RIF Faculty – on hold, not part of this package proposal.

4. Retiree Dependent Health Insurance

A. For the under-65 plan:

- Individual contribution level increases from 19% to 25% effective January 1, 2021.
- Individual contribution level increases from 25% to 33% effective January 1, 2022.
- Individual contribution level increases from 33% to 40% effective January 1, 2023.
- Terminate plan effective January 1, 2024.

B. For the Medicare supplement plan:

- Terminate the plan effective January 1, 2023.
- Individual contribution level increases from 19% to 25% effective January 1, 2021.
- Individual contribution level increases from 25% to 33% effective January 1, 2022.

5. Retiree Life Insurance

- Eliminate the benefit as of January 1, 2023.

6. Article 15 and Article 29 Proposals Presented Nov. 18, 2020