

UNIVERSITY OF AKRON PROPOSAL
November 13, 2020

Article 17 – Benefits

- Delete language in Section 1(F)(2) consistent with prior TA
- Retiree health insurance benefits to be terminated, effective 3/31/2021; increase individual contribution level to 36%, effective 1/1/2021
- Retiree life insurance benefits to be terminated, effective 12/31/2020
- All other items as originally proposed

Alternative

If the parties cannot negotiate changes to health insurance benefits to go into effect on 1/1/2021, then the University proposes the following alternative:

- Withdraw health insurance benefits proposal
- Retiree health and life insurance benefits to terminate 12/31/2020, per language in current CBA
- Increase faculty salary reductions either by extending the covered period by four months or increasing the salary reductions for the one-year period (subject to extension if salary reductions for non-bargaining unit employees remain in place) as follows:

<u>Salary Range</u>	<u>Percentage reduction</u>
\$50,000-66,999	4%
\$67,000-91,999	5%
\$92,000-124,999	7%
\$125,000-149,999	8%
\$150,000-199,999	10%
\$200,000+	12%