

WWU'S PROPOSAL RE HEALTHCARE
2/12/24

Article xx - Healthcare

xx.1 Appendix. Both parties agree that the Medical, dental and vision benefits will be based on the plan design as attached in Appendix XX1. [Agree to place final insurance benefits information in Appendix of Contract once a decision is made]

xx.2 Utilization Data. The University will provide the Union with utilization reports as they become available.

xx.3 Joint Union - Management Meetings. The University and Union will meet once per quarter to discuss the status of all medical, dental and vision insurance plans used by ESEs, including an annual review of the plan, experience summary reports, plan census information, and trend information. Pertinent information shall not include proprietary data or formulas.

xx.4 Requests for Proposals. At the Fall meeting, the University and Union will discuss whether to automatically renew the plan or initiate a Request for Proposals (RFP). The University may automatically renew the plan annually if the plan benefits do not change, with prior notice to Union. If the University initiates an RFP to determine the plan insurer, the University will consider proposals with input from the Union. The final determination will be made by the University. The University will provide the Union with the renewal plan documents and related filings with the Washington State OIC.

xx.5 Employer Contribution. All ESEs shall receive 100% premium coverage for the University-sponsored student health insurance plan, including dental and vision plans.

- xx.5.1. Summer Quarter: An ESE who is enrolled in a University sponsored health insurance plan for at least two (2) quarters during the academic year will automatically receive 100% premium coverage for medical, dental and vision plans for the summer quarter.
- xx.5.2. Dependents: An ESE who is eligible to receive a health insurance premium remission through an ESE appointment is also eligible to receive 75% premium remission for any dependent(s) or spouse on their plan.
- xx.5.3. Student Health Center: The University will pay for all fees for provided services at the Student Health Center for all ESEs.