

WAWU'S PROPOSAL RE HEALTHCARE

4/01/24

Article xx - Healthcare Insurance

25.1 Appendix. Medical, dental and vision benefits available under the University's student health insurance plans as of the effective date of this Agreement are attached in Appendix XX1. [Agree to place final insurance benefits information in Appendix of Contract once a decision is made]

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

25.3 Joint Union - Management Meetings. The University and Union will meet at the start of the University's renewal process to discuss the status of all medical, dental and vision insurance plans used by ESEs, including review of the plan, experience summary reports, plan census information, and trend information. Pertinent information shall not include proprietary data, formulas or personal health information.

25.4 Requests for Proposals. At the initial meeting in a renewal cycle, 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.

25.5 Employer Contribution. Graduate ESEs in salaried positions of at least 0.50 FTE during the academic year (Fall, Winter and Spring Quarters) shall receive 100% premium coverage for the University-sponsored student health insurance plan during the term of their appointment. ESEs may, at their election and expense, ensure dependents and obtain additional insurance offerings subject to the terms of the insurance plans.