ARTICLE 14 – Health and Welfare

Section 1. Employer Contribution

For plan year January 1, 2011 through December 31, 2011, the Employer will increase its monthly contributions by up to five percent (5%) of the actual monthly composite resulting for plan year 2010. If in plan year January 1, 2011 through December 31, 2011, the premium increase is greater than five percent (5%), the parties shall jointly petition the Public Employees Benefit Board to use reserve funding to pay for any premium increase in excess of five percent (5%) up to a maximum of ten percent (10%) in each year.

Effective January 1, 2012 through December 31, 2013, the Employer will pay ninety-five percent (95%) and the employee will pay five percent (5%) of the monthly premium rate as determined by PEBB for health, dental, and basic life benefits chosen by each eligible full-time employee who has at least .50 FTE per term.

For plan years January 1, 2013 to December 31, 2013 and January 1, 2014 to December 31, 2014, the Employer will contribute ninety-five percent (95%) of the premium costs of the coverage, and the employee will contribute five percent (5%).

For plan year January 1, 2015 to December 31, 2015, the Employer will contribute ninety-five percent (95%) of the premium costs of the coverage, and the employee will contribute five percent (5%). If for plan year January 1, 2015 through December 31, 2015 ninety-five percent (95%) of the statewide DAS/SEIU bargaining unit has an opportunity to choose between two (2) healthcare plans and full-time employees enroll in the least expensive PEBB health plan available to them, the Employer will contribute ninety-seven percent (97%) of the premium costs of the coverage and the employee will contribute three percent (3%).

For plan year January 1, 2016 through December 31, 2016, the Employer and Union will commence negotiations to discuss employer and employee contribution amounts as soon as practicable after announcement by PEBB of the plans and premium costs for the 2016 plan year. An agreement as to the employer and employee contribution rates will be reduced to writing, signed by the parties and made part of this Agreement.

Section 2. Eligibility

A contribution is made for faculty and librarians working at least .5 FTE per term. Eligibility to extend such tiered coverage to family members, to include spouse and/or dependent children, and to domestic partners is provided according to PEBB rules.

Section 3. Faculty on Leave

Faculty on leave without pay shall be allowed to continue group insurance by self-paying the premium for the time permitted by PEBB rules.

Section 4. Fitness Center Pass
Faculty and staff interested in an individual pass to the Fitness Center will need to follow instructions and enrollment time-frames provided by Human Resources. It is also important to note that, per IRS regulations, those faculty and staff requesting an individual pass will be required to claim the benefit as taxable income. Faculty and staff wishing to add family members to their individual passes may pay the differential to acquire a family pass.

The pass includes the institutionally operated Fitness Center and specific fitness activities periodically offered by the Division of Athletics (e.g. aerobics). The pass does not include outdoor recreation programming or rock wall access. In addition, access to the Fitness Center and fitness activities for faculty and staff is subject to other scheduled activities and hours of operation established by the Division of Athletics.

**Section 5. Faculty Parking**

Working with existing reserved and handicap spaces, AAP and EOU have identified a total of 40 faculty parking spaces as convenient for faculty access to instructional buildings.

- 10 spaces at the north end Zabel lot, 5 – eastside, 5 – westside
- 10 spaces in the northeast corner Loso lot, 5-north, 5-south
- 10 spaces at the northwest corner of Badgley lot, wrapping around the southwest corner of the greenhouse
- 10 spaces in the Inlow lot, east and west sides of the center median

**Section 6. Athletic Events**

Each faculty member is entitled to general admission, plus one, to every regular season athletic event.

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**Tentative Agreement**

**Date:** 5/29/14

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Brian Caufield  
EOU

Joe Corsini  
AFT