

ARTICLE 16

HEALTH INSURANCE

16.1 Health Insurance Policy. The parties agree that the university shall offer health insurance, ~~for all graduate assistants, and that available health insurance, for all graduate assistants, for all graduate assistant, and that available health insurance, and that available health insurance~~ dental insurance, ~~vision insurance,~~ and dependent insurance ~~to all graduate assistants is highly desirable in order to attract quality graduate students to the University. is highly desirable in order to attract quality graduate students to the University.~~

16.2 Employer's Contribution to Health Insurance.

A. For the ~~2023-2024~~ 2023-2024 academic year, the University will pay a portion of the student health insurance premium for individual coverage of those employees on at least a 0.25 FTE appointment for the fall and spring semesters who are not enrolled in any other state or University health insurance program and who elect coverage under the Student Health Insurance Plan. The employee is responsible for payment of the remainder of the insurance premium for coverage selected by the employee, which will be collected via payroll deduction on a pre-tax basis. Payroll deduction is the method for employees to pay for their portion of the health insurance premium. Only under limited circumstances will exceptions be made allowing for a payment to occur outside of the payroll deduction process, and, in such cases, applicable taxes will apply. Any such exceptions will not be made after 90 days beyond the start of the subsequent semester. Employees who elected to pay for their premium, in whole or in part, prior to ratification of this article shall be refunded by Student Financial Services so that they may be eligible for the subsidy. The employer shall cover the entire cost for ~~dental, vision, and dependent coverage for any graduate assistant on at least a cumulative 0.25 FTE who elects coverage under the Student Health Insurance Plan. The employer's portion for health insurance, excluding dental, vision, and dependent coverage, including excluding dental, vision, and dependent coverage~~ will be paid according to the following:

2023-2024 and 2024-2025 academic year:

Domestic students

- ~~100%~~ ~~79.9%~~ ~~90%~~ ~~79.9%~~ ~~79.9%~~ of the total premium for employees on at least a 0.50 FTE appointment ~~on at least a 0.50 FTE appointment~~ for both the fall and spring semesters.
- ~~68%~~ ~~57.9%~~ ~~57.9%~~ of the total premium for employees on at least a 0.25 FTE

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appointment for both the fall and spring semesters

- ~~74.8%~~~~64.7%~~~~64.7%~~ of the total premium for employees on at least a 0.25 FTE appointment for either the fall or spring semesters and on a 0.50 FTE appointment for the other semester

International Students

-● ~~100%~~~~79.9%~~~~79.9%~~ of the total premium for employees on at least a 0.50 FTE appointment ~~on at least a 0.50 FTE appointment~~ for both the fall and spring semesters.

- ~~68.3%~~~~58.2%~~~~58.2%~~ of the total premium for employees on at least a 0.25 FTE appointment for both the fall and spring semester.

- ~~75%~~~~64.9%~~~~64.9%~~ of the total premium for employees on at least a 0.25 FTE appointment for either the fall or spring semesters and on a 0.50 FTE appointment for the other semester.

B. The University contribution to the student health insurance premium shall be paid directly to the insurance company along with the amount collected from the employee via payroll deduction. The University contribution to the student health insurance premium shall be applied twice per year, once in the fall semester and once in the spring semester. The amount deducted from each paycheck shall be determined according to the FTE of the employee, as specified above in 16.2(A), and may be adjusted in accordance with Article 16.3 (B).

C. The parties agree to reopen this article for immediate negotiations if federal guidance is issued that specifies the health insurance subsidy cannot be provided as a pre-tax benefit as stipulated above in 16.2(A).

16.3 Payment of the employer contribution will be discontinued or reduced as applicable under the following circumstances:

A. cessation of the appointment.

B. reduction of or adjustment to the appointment to less than 0.50 FTE or less than 0.25 FTE, as applicable, at any point during the academic year.

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C. completion of the hours specified for completion of the degree requirements of the program in which the employee is enrolled; or

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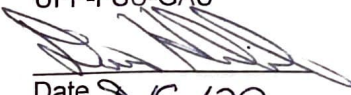
D. Failure of the employee to pay the employee portion of the insurance premium when due.

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16.4 Health Insurance Committee. The UFF-FSU-GAU President will appoint two (2) employees to serve on the University's Student Health Insurance Committee.

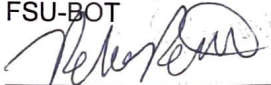
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