



# Faculty University Union

June 17, 2021

Update

# Overview

Economic Proposal

Health Benefits

AAUP National

Q & A

Discussion

Next Steps

Call to Action

# Salary

## **DVU AAUP**

- Extend the salary grid
- 1.6% COLA – annual
- Raises: 2%, 3%, 4%

## **Administration / BOT**

- All raises are dependent on positive net change in assets as calculated by the University, including newly added depreciation lines
  - If assets increase, 1% raise the next year
- Any raises would be pushed back by 1 semester, to take effect in January
- Committee to evaluate discipline salary bands

# Health Care

## **DVU AAUP**

- Continue with current plans
- Employee contributions will return to the rates in place prior to the Pandemic Emergency measure, as negotiated in that MOU.

## **Admin / BOT**

- The Administration wants to eliminate the requirement to negotiate health benefits with faculty. Administration wants to be able to set plan, co-payments, co-insurance, etc at its discretion.
- Note that benefits are negotiated according to the NLRB

# Health Care

## DVU – AAUP (Current)

- \*Note that premiums were expected to decrease next year based on provided estimates by current manager

### Keystone HMO - Faculty

Current Effective January 1, 2020 - July 30, 2020

Tier	January 2020 Monthly Rates	Monthly DelVal \$ Share	DelVal % Share	Monthly Employee \$ Share	Employee % Share
Employee Only	\$728.73	\$728.73	100%	\$0.00	0%
Employee + Spouse	\$1,676.74	\$1,173.72	70%	\$503.02	30%
Employee + Child	\$1,299.27	\$909.49	70%	\$389.78	30%
Employee + Children	\$1,299.27	\$909.49	70%	\$389.78	30%
Employee + Family	\$2,138.11	\$1,496.68	70%	\$641.43	30%

### Keystone POS 15E - Faculty

Tier	January 2020 Monthly Rates	Monthly DelVal \$ Share	DelVal % Share	Monthly Employee \$ Share	Employee % Share
Employee Only	\$827.20	\$728.73	88%	\$98.47	12%
Employee + Spouse	\$1,903.32	\$951.66	50%	\$951.66	50%
Employee + Child	\$1,474.85	\$737.43	50%	\$737.43	50%
Employee + Children	\$1,474.85	\$737.43	50%	\$737.43	50%
Employee + Family	\$2,427.02	\$1,213.51	50%	\$1,213.51	50%

## BOT

- Contribution Rates.** The following rates are PAISBOA's 2021 rates. The rates, therefore, may change for 2022. The cost sharing percentages, however, would remain the same.

PAISBOA PPO 20 40 Rx 20/75/100 Plan				
	Total Monthly Cost (2021)	EE cost share	EE monthly rate	ER monthly rate
Employee Only	\$646.38	20%	\$129.28	\$517.10
Employee + Child	\$1,144.82	34%	\$389.24	\$755.58
Employee + Spouse	\$1,484.05	36%	\$534.26	\$949.79
Employee + Family	\$1,908.90	38%	\$725.38	\$1,183.52

PAISBOA HD 2500 5000 Rx 5/20/45 Plan				
	Total Monthly Cost (2021)	EE cost share	EE monthly rate	ER monthly rate
Employee Only	\$541.45	5%	\$27.07	\$514.38
Employee + Child	\$1,129.59	15%	\$169.44	\$960.15
Employee + Spouse	\$1,327.02	20%	\$265.40	\$1,061.62
Employee + Family	\$1,456.41	25%	\$364.10	\$1,092.31

# Prescription Plans

## **DVU-AAUP (Current plans)**

### POS

- Rx 10/20
- Specialty: No charge

### HMO

- Rx 10/20/35
- Specialty: \$75 per injection

## **BOT / PAISBOA**

### **PAISBOA PPO 20 40**

- **Rx 20/75/100 Plan**
- **Specialty: \$100**

### **PAISBOA HD 2500 5000**

- **Rx 5/20/45 Plan**

# The last attempt at prescription plan change was a better offer!

## Old Attempt

- They include:
- ---changing both the HMO and POS plans to a 4-tier structure.
- \$10 Generic
- \$20 Brand
- \$35 Non-Formulary
- \$75 Specialty

## New Attempt:

PPO

- 20/75/100

HD

- 5/20/45

# Health Plan Contribution Rates

## Current Costs

HMO	POS
S: 0	98.47
E/C: 389.78	737.43
E/S: 503.02	951.66
F: 641.43	1213.51

## Proposed

PPO	HD
S 129.28	27.07
E/C: 389.24	169.44
E/S: 534.26	265.40
F: 725.38	364.10



# Some comparisons

## **KHPE POS (current)**

- Annual Deductible: None
- Out of Network Deductible: \$500 (Family \$1500)
- Annual Out of Pocket Maximum (includes prescription drugs) 1,500 (3000)
  - Out of network: 3000 (6000)
- Office Visits:
  - 15/30
  - Telemedicine \$15
  - ER: \$35
  - Urgent Care: \$24

## **HBT PPO**

- Annual Deductible None
- Out of network Deductible: \$1,500 (4500)
- Out of Pocket In Network: 6,350 (\$12,700)
  - Out of network 10,000 (\$30,000)
- Office Visits:
  - 20/40
  - Telemedicine not covered at all
  - ER: \$150
  - Urgent Care: \$50

# Some comparisons

## **KHPE HMO (current)**

- Annual Deductible: None
- Out of Network Deductible: \$500 (Family \$1500)
- Annual Out of Pocket Maximum (includes prescription drugs) 2000 (4000)
  - Out of network:
- Office Visits:
  - 15/30
  - Telemedicine \$15
  - ER: \$100
  - Urgent Care: \$70

## **HBT HD**

- Annual Deductible \$2,500 (5000)
- Out of network Deductible: \$5,000 (10,000)
- Out of Pocket In Network: 6,350 (\$12,700)
  - Out of network 10,000 (\$20,000)
- Office Visits:
  - Full price until deductible met
  - Telemedicine not covered at all
  - ER: Full price until deductible met
  - Urgent Care: Full price until deductible met

# Other differences??

## **POS**

- Covered:
  - Home Health Care, Rehab services, Skilled nursing care, Durable medical equipment
  - Children's glasses
  - Acupuncture
  - Infertility treatment (AI only)
  - Bariatric surgery
  - Private-duty nursing
  - Chiropractic Care
  - Routine Eye Care (Adult & Child)

## **PAISBOA PPO**

- No information provided

# HD HSA

## **High Deductible Plan HSA**

- Employee only: 600
- Employee + Child: 600
- Employee + Spouse: 700
- Family: 900

# 403B

## **\*Negotiated last summer\***

- 2:1 match
- Maximum contribution from DV = 10% if the employee contributes 5%

## **BOT**

- 3% of qualifying compensation per year
- University will match 50% of employee contribution up to a maximum matching contribution of 4%  
ONLY if University assets increase after considering cumulative depreciation from past 5 + years plus new costs and depreciation
  - In this case, maximum contribution by University is 7%, if the employee contributes 8%.
- University may change plan design, features and record keepers at its discretion

# Teaching Load

## **DVU - AAUP**

- 12 contact hours
- Additional release time for (?)
- All sections and subjects considered equally

## **BOT**

- 15 contact hours/semester
- Laboratories, studios and practicums count for half (2:1)
- Increase Department chair load (proportionate)
- Schedule change to 5 days per week and current 75 minute / 2x wk classes will be changed to 3 50 minute class meetings, Extend day to 4:50pm MWF
- Delete: Exception to the teaching schedule will be by mutual consent (???)

# Mandatory Training

## **DVU -AAUP**

- Required training should be scheduled during faculty meetings
- Additional training required for employment should be compensated at an hourly rate

## **DVU ADMIN PROPOSAL**

- Addition to Article 15 – Attend mandatory training.



Please provide a non-DelVal email to Yun Li

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location