Article 28 - Insurance

The University agrees to continue providing access to health insurance for graduate assistants as defined in this Article.

Section 1 - Unchanged.

Section 2 - Unchanged.

Section 3 - Premiums and Contributions
(a) The University shall contribute 85% of the cost of the 'graduate assistant only' premium and half the administrative fees for each month in which the graduate assistant has an appointment of 0.2 FTE or greater.
(b) The University shall contribute 85% of the cost of the enrolled graduate assistant’s partner or child or family premium for each month in which the graduate assistant has an appointment of 0.2 FTE or greater.
(c) The University shall continue to contribute 85% of the cost of the ‘graduate assistant only’ premium and half the administrative fees for each month in which the graduate assistant is on approved medical leave, up to twelve (12) weeks for an approved continuous medical leave of absence.
(d) The graduate assistant’s portion of the premium is due and payable at the first of each month during the graduate assistant’s employment period.
(e) The University shall contribute 85% of the cost of the ‘graduate assistant only’ premium and half the administrative fees for summer session coverage when there is an expectation of an appointment in the following fall term.
(f) The University shall contribute 85% of the cost of the enrolled graduate assistant’s partner or child or family premium for summer session coverage when there is an expectation of an appointment in the following fall term.
(g) Summer session health insurance is voluntary. Graduate assistants electing to participate in the summer health insurance coverage must submit to University Student Health Services a request for coverage enrollment form prior to November 30, February 28, or April 30.
(h) To be eligible for summer coverage a graduate assistant must have a fall, winter, or spring term appointment of 0.2 FTE and be enrolled in the Graduate School the following fall term.
(i) Graduate assistants employed fall or winter term, but not employed in spring term, must follow the timeline in Section 3 (g) to be timely when submitting a summer health insurance coverage form to the University Student Health Services to be eligible for triple deduction, which will be taken from the paycheck (November, February or May).
(j) Graduate assistants who waive coverage under the University health plan are not eligible to receive the University’s contribution.

Section 4—Summer Session Coverage

Graduate Assistants with Summer Session appointments must follow the requirements in Section 1 of this Article and do not need to submit a separate enrollment form for summer health insurance coverage. The remainder of this Section applies to Graduate Assistants without a Summer Session appointment, for whom summer health insurance coverage is voluntary.
(a) To be eligible for summer coverage, a graduate assistant must have a fall, winter, or spring term appointment in the current academic year and be enrolled in the Graduate School the following fall term.

(b) The University shall contribute 85% of the cost of the ‘graduate assistant only’ premium and half the administrative fees for summer session coverage.

(c) The University shall contribute 85% of the cost of the enrolled graduate assistant's partner or child or family premium for summer session coverage.

(d) Graduate assistants employed fall or winter term, but not employed in spring term, must submit to University Student Health Services a request for coverage enrollment form by November 16 or February 16, respectively. Premiums for all three summer months will be deducted from the November or February paycheck, respectively.

(e) Graduate Assistants employed in the spring term have two options for summer health insurance premium deduction:

i. Premiums for all three summer months may be deducted from the May paycheck. This option requires that the graduate assistant submit to University Student Health Services a request for coverage enrollment form by May 16.

ii. Summer premium deductions may be spread out over the April, May, and June paychecks, creating a double deduction in each month. The double deduction option will be for the current month’s deduction, plus one-third of the summer coverage amount. If the double deduction option is elected, the University must receive the employee’s request for summer coverage enrollment form no later than March 31, without exception. If the March 31 deadline is missed, employees electing for Summer Session coverage will only be eligible to have the full deduction taken from the May paycheck.

Section 4.5 - Unchanged

Section 5.6 - Unchanged

Section 6.7 - Unchanged.

Tentative Agreement

David M. Blake, OSU

Date

Thomas Morrill, CGE

3/24/2015