

**Article \_\_\_\_: Benefits**

*This proposal is part of a package proposal with all the union's economic proposals. If the University does not accept the package in its entirety, the Union reserves the right to make different proposals on each issue comprising this package.*

**A. Health Insurance**

1. The University shall provide all Postdocs and their dependents with medical (including vision) and dental insurance benefits through the Public Employee Benefits Board (PEBB). The University shall pay ~~85%-100%~~ of premiums for Postdocs and their dependents regardless of which PEBB plan they select.
2. Postdocs and their dependents whose visa(s) require(s) coverage of medical evacuation and repatriation of remains shall be provided with such insurance. The University will pay ~~85%-100%~~ of premiums for the Postdoc and dependents.
3. All Postdocs and their dependents shall be eligible to participate in wellness programs associated with their PEBB coverage (such as SmartHealth) and UW Fitness Center Access (including Intramural Activities and Tower Fitness Centers) at no cost to the Postdoc or dependents.
4. For Paid Direct Postdocs with funding that contains a health benefits allowance, the postdoc shall use the allowance to defray the cost of the PEBB insurance after paying for the employee share.

**B. Life and Accidental Dismemberment Insurance**

1. As part of the Benefits Package, the University shall provide all Postdoctoral Scholars with Life Insurance Coverage and Accidental Death and Dismemberment Coverage at no cost to the Postdoc. Postdocs are eligible to purchase additional coverage for themselves and dependents by enrolling in supplemental plans. If the University's coverage amounts increase, the above coverage amounts will increase to the higher amounts.

**C. Disability Insurance**

- a. The University shall automatically enroll all Postdocs in its University-provided basic Long Term Disability (LTD) coverage at no cost to the Postdoc. Postdocs are eligible to purchase additional LTD coverage

**D. Travel Insurance and Work Abroad**

1. All Postdocs shall automatically be covered by the University's Emergency Travel Assistance plan at no cost to the Postdoc.
2. All Postdocs shall automatically be covered by Voluntary Workers' Compensation at no cost to the Postdoc.

**E. Other Benefits**

1. All Postdocs and their dependents and other household members shall be eligible for CareLink employee assistance programs at no cost to the Postdoc, dependents, or household members.
2. All Postdocs shall be eligible to participate in and contribute to pre-tax savings accounts that may be used for medical, child or elder care costs, including the UW Dependent Care Assistance Program (DCAP) and PEBB Flexible Savings Account (FSA). To harmonize the benefits of all Postdocs (as recommended by the National Academy of Sciences, Engineering and Medicine report), the University shall allow Postdocs who are exempt from Federal Insurance Contributions Act (FICA) taxes to make pre-tax DCAP contributions to their FSA.

~~**F. Campus housing**~~

- 1                   ~~1. All Postdocs shall receive priority access to UW campus housing not restricted to~~
- 2                   ~~students. If the number of University's housing units increases, or benefits~~
- 3                   ~~associated with priority access increases, such increases shall be applied to~~
- 4                   ~~Postdocs.~~
- 5       FG. Other Insurance Discounts
- 6                   1. Postdocs shall continue to be eligible for discounts on insurance through Liberty
- 7                   Mutual.
- 8       GH. Relocation Expenses
- 9                   1. All Postdocs shall be eligible for reimbursement of up to a maximum of \$5,000 for
- 10                  relocation expenses upon initial appointment.