

**University Counter proposal to Union on 2/26/25**  
**USA Proposal #01**  
**Article 16 – HEALTH & WELFARE**

**ARTICLE 16 HEALTH AND WELFARE**

**SECTION 2. HEALTH AND WELFARE PLAN**

A. Creation of Trust Agreement.

NO CHANGE

B. Health and Welfare Contribution

Upon ratification of this agreement ~~For the period from the first week in July 2024 until December 30, 2014,~~ the Employer agrees to contribute on behalf of each full-time employee equivalent in the bargaining unit a total of ~~eighteen-fifteentwenty-two~~ dollars ~~and fifty cents~~ (~~\$15.00~~~~22.50~~\$18.00) per calendar week to the Health & Welfare Fund.

C. The contributions made by the Employer to the Health and Welfare Fund shall not be used for any purpose other than to provide health and welfare benefits and to pay the operating and administering expenses of the fund. The amount of contributions for each year shall be based upon the number of full-time equivalent employees as of the last payroll period in the month of October; however, non-state-funded employees may be surveyed quarterly. The contributions shall be made by the Employer in an aggregate sum within forty-five (45) days following the end of the calendar month during which contributions were collected.

~~1. In the event that the MTA Health and Welfare Trust is combined with or into another appropriate Health and Welfare Fund, the Administration agrees to take all the necessary steps to effectuate that change as soon as practicable, including but not limited to the transfer of participants, the transfer of funds, and initiating the contribution to the appropriate Health and Welfare Fund at the same or greater rate as it is now contributing to the MTA Health and Welfare Trust Fund.~~

D. Non-Grievability.

NO CHANGE

E. Employer's Liability.

NO CHANGE

### SECTION 3. DEPENDENT CARE ASSISTANCE PLAN

NO CHANGE

**Rationale:** There has been no increase to this fund since 2017, despite inflation in related costs. There has been no improvement in dental/vision benefits in at least a decade. Better benefits improve the University's hiring and retention ability. USA is working with the MTA Trust Fund to explore a merger into the MPE Trust Fund. Healthier employees are happier and more productive.