

Agreement Regarding University Contributions to Health Savings Accounts  
January 12, 2015

Negotiations for Section 26.2 of the 2014-2017 TET and NTE CBAs were based on an understanding that Bargaining Unit Faculty Members who elected medical coverage under the HDHP would receive HSA contributions for the benefit years running from 2015 through 2017 that were equivalent to those provided to faculty and staff who are not represented by collective bargaining. Accordingly, the University and AAUP-WSU agree that the average HSA contributions made by the University to Bargaining Unit Faculty during the years 2015, 2016, and 2017 will be the same as the average HSA contributions made to non-represented employees in 2015, 2016 and 2017. While the contributions may differ in individual years, the total contributions for Employee Only, for Employee and One Dependent, and for Employee and Two or More Dependents over the three year period will be the same.

When the University publishes HSA contribution rates for non-represented employees during the open enrollment period for 2017, if the average contribution made by the University to TET and NTE bargaining unit faculty in 2015, 2016 and 2017 is less than the average contributions for non-represented employees in 2015, 2016 and 2017, the University will make up the difference by increasing its contribution to all TET and NTE bargaining unit faculty who elect the HDHP plan with an HSA in 2017.



Steve Berberch, Associate Provost, Wright State University

1/16/15



Rudy Fichtenbaum, Chief Negotiator, AAUP-WSU

1/12/15



Jim Vance, Communication Officer, AAUP-WSU

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