



Associated Faculties of the Universities of Maine

1/10/2024

As I write this we are in the middle of another storm, hopefully not as damaging as the one before the Holidays.

This brief note is to conclude information on health insurance premium payments for AFUM members.

1. UMS made two errors to AFUM +1 and Family premiums and one for individual premiums which resulted in an overcharge. The initial corrected amounts had member and +1 seeing premium reductions, families however saw an increase of \$14.09 a year. With the Holidays it took some time before we could meet, which we did yesterday. The problem was found in a rounding issue. The result is that family premiums remain unchanged from what was initially stated.

For those wanting to know why there is no savings for Family: Initial cost to Families was 15.6% of premium; correction brings the cost down to 15.03%, which rounded to 15.0, but isn't. As we have a cap at 15% there is no change in premiums.

Plan	Previous monthly rates	Corrected monthly rates	Yearly Savings	HDHP
Member	\$159.34	\$154.01	\$63.99	\$77.71
+1	\$364.56	\$361.44	\$37.40	\$189.24
Family	\$463.98	\$463.98	\$0.00	\$241.35

Special thanks to Cheryl Spencer, a long time ACSUM union leader, who first spotted the problem with the calculations, Neil Greenberg, who took lead on resolving this issue with UMS, and UMS leadership who readily agreed to fix the error as well as the error I found.

2. AFUM & UMS has since concluded day 2 of a Fact Finding hearing associated with past practice payments for on-line classes. UMS seeks to end all such payments and have nothing in the contract about on-line classes. AFUM seeks to protect members with appropriate contractual protections.

I do wish more UMS and University leadership had been present to hear testimony from so many faculty dedicated to student success while maintaining academic and discipline based rigor.

The next step is closing briefs then a recommendation from the Panel followed by negotiation of this issue.

In closing,

I wish you a wonderful holiday.

Jim