

## Union of Pitt Faculty: Health & Wellness Benefits

This group includes: All full-time and regular part-time tenure-stream and non-tenure-stream faculty and librarians in the Provost Area, Health Science Schools, and School of Law, employed by the University of Pittsburgh at all campuses in the Commonwealth of Pennsylvania.

[Article 2; Union of Pitt Faculty Collective Bargaining Agreement](#)

Assignment Category Full Time Equivalence	Tenured, Tenure Stream or Appointment Stream (Non-Tenured)			
	Full-time, Regular	Part-time, Regular		Part-time, Temporary
	1.0	.6 - .99	.4 - .59	.01 - .39
<b>Medical Plans</b> Vendor: UPMC Health Plan				
<i>Panther Gold</i>	✓ <sup>1</sup>	✓	✓	✗
<i>Panther PPO</i>	✓ <sup>1</sup>	✓	✓	✗
<i>Panther Basic QHDHP with Optional HSA Only</i> <sup>2</sup>	✓ <sup>1,2</sup>	✓ <sup>2</sup>	✓ <sup>2</sup>	✗
<b>Dental</b> Vendor: United Concordia				
<i>Concordia Plus Managed Care (PA Only) DHMO</i>	✓	✓	✓	✗
<i>Concordia Flex I</i>	✓	✓	✓	✗
<i>Concordia Flex II</i>	✓	✓	✓	✗
<b>Vision</b> Vendor: Davis Vision by MetLife				
<i>Fashion Excellence</i>	✓	✓	✓	✗
<i>Designer Gold</i>	✓	✓	✓	✗
<b>Flexible Spending Accounts</b> Vendor: UPMC Benefit Management Services (BMS)				
<i>Health Care</i>	✓	✗	✗	✗
<i>Dependent Care</i>	✓	✗	✗	✗
<i>Qualified Commuter Expense; Parking</i>	✓	✓	✗	✗
<i>Qualified Commuter Expense; Mass Transit</i>	✓	✓	✗	✗
<b>Life Insurance</b> Vendor: The Hartford				
<i>Basic Life and AD&amp;D</i> <small>(Automatically enroll, University Paid)</small>	✓	✓	✗	✗
<i>Optional Life</i>	✓	✓	✗	✗
<i>Optional AD&amp;D</i>	✓	✓	✗	✗
<i>Dependent Life; Child(ren)</i>	✓	✓	✗	✗
<i>Dependent Life; Spouse/Domestic Partner</i>	✓	✓	✗	✗

<sup>1</sup> Individuals who do not elect a medical plan will receive a \$50 monthly credit.

<sup>2</sup> In accordance with it being a Qualified High Deductible Health Plan (QHDHP), individuals enrolled in Panther Basic are not eligible to participate in/contribute to the Health Care Flexible Spending Account.

**Attention:**

- Part-time faculty (not grandfathered) not yet eligible for the Union of Pitt Faculty are not eligible for University benefits.
- Faculty who had Part-Time Benefits, as of the date of the ratification of the CBA will continue to have grandfathered benefits unless they have changes to employment (termination, increase/decrease of FTE, etc.). Those individuals follow the benefit eligibility column of .4 - .59.
- Please review the following important information regarding less than annual appointments and benefit coverage, as well as the premium collection of benefits.

[Benefits Premium Collections page](#)