

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

Article 2; Union of Pitt Faculty Collective Bargaining Agreement

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

<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 Savings 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/decreate of FTE, etc.). Those individuals follow the benefit eligibility column of .4 - .59.