



United Academics AAUP/AFT Local 4996

P.O. Box 755895

Fairbanks, AK 99775-5895

Jill Dumesnil, President

jill.dumesnil@unac4996ak.com

Tel: 907-500-2835

November 19, 2025

Dear Interim CHRO Conley,

I am writing as Chair of the Joint Health Care Committee (JHCC). The United Academics CBA Article 16.1.c requires that the JHCC prepare written recommendations, the Chair forwards the CHRO and the president of each represented employee group, the CHRO renders in writing within 20 business days of receiving the recommendations reasons for not accepting any recommendation, and copies of the recommendations and the CHRO's decision be posted on the UAHR Benefits website.

At its meeting today, the JHCC passed the following motion concerning plan design option changes recommended by the administration.

Approve "Option 1" as presented by UA in our October JHCC meetings. This option does NOT eliminate any category of GLP-1s nor does it create an incentive, through \$500 HSA contributions by UA, for members to join the HDHP plan in FY27.

This motion passed 9 – 3 with all 12 voting members.

Sincerely,

Jill A. Dumesnil

Chair of JHCC

President of United Academics