

THE UNIVERSITY OF RHODE ISLAND

Benefit summary for Non-Classified Employees

URI is an E-verify employer

Listed below is general information on State employee benefits for eligible URI employees. For more specific information please visit our website at <http://web.uri.edu/hr> or call 874-9054

An Internal payroll (IP) employee, or a Lecturer hired for one semester, is not eligible for benefits.

<p>Health Insurance</p>	<p>Individual or family health coverage is available to eligible State employees (eligible is: at least 20 hours a week and with an appointment of 6 months or more.) Employees pay a co-share towards their health coverage.</p> <ul style="list-style-type: none"> • Medical coverage is with Blue Cross Blue Shield RI (BCBSRI); Dental coverage is with Delta Dental; Vision coverage is with Vision Service Plan (VSP) <p>Although coverage begins on your first day of employment (online enrollment must be completed within the 1st 30 days of employment) or eligibility date, it may take up to 30 days from your hire date to receive your membership cards.</p>
<p>Retirement 403(b) plan (Board of Governors Alternate Retirement Plan)</p>	<p>After a 2-year waiting period, you are eligible to participate if you are a faculty or staff employee on continued appointment with a workload of at least 20 hours per week and more than six months in duration.</p> <p>The two-year waiting period may be waived if you meet one of the following conditions.</p> <ol style="list-style-type: none"> (1) You own an institution sponsored 403(b) or 401(a) retirement annuity (employer contributed) (a 401(k) is NOT a qualifying plan) <p>or</p> <ol style="list-style-type: none"> (2) You have 5 years of experience in your field, not including work done while a graduate student and you are at least 30 years of age. <p>Active members of the Employees' Retirement System of Rhode Island (ERSRI) may elect to remain in ERSRI. This decision must be made within 60 days of eligibility.</p> <p>Once you become eligible to participate in this retirement plan, your contribution will be 5% of your salary. URI will contribute 9% of your salary into an individual retirement account.</p>
<p>Medical Retirement Plan</p>	<p>Non-classified employees in PTAA, PSA, MPA unions are automatically enrolled in a Post-65 Medicare Supplemental Plan to help pay the cost of medical insurance upon retirement. A mandatory biweekly payroll deduction is made from your paycheck for this benefit.</p> <p>Non-union non-classified employees, who are eligible for retirement, have a one-time, irrevocable, opportunity to enroll in this Plan.</p> <p>AAUP members are not eligible for this plan.</p>
<p>Life Insurance (The Hartford)</p>	<p>Eligible employees may purchase basic and supplemental life insurance through payroll deduction. The employee pays <u>the full cost</u> for both basic and supplemental coverage (based on annual salary up to \$150,000 each.) (Employees are automatically enrolled in the basic coverage and premiums are payroll deducted unless application form indicates an election to <u>waive coverage</u> and the form is submitted to the benefits rep.) Rates are available on our web site.</p>
<p>Long-Term Disability</p>	<p>After 1 year of service URI will pay the premium and enroll eligible non-classified State employees in a Long-Term Disability plan. The 1-year waiting period can be waived if the employee provides written proof of participation to HR within 30 days of their hire date that they were enrolled in a similar plan with their previous employer within the last 3 months.</p>

Tuition Waiver	URI State employee must work full time and be actively employed before the first day of class to be eligible. Eligibility is dependent upon union status. More information at http://web.uri.edu/hr/tuition-2/ or call Kayla Lombardi at 874-5567.
Flexible Spending Account	Employees are allowed to payroll deduct a portion of their gross income on a pre-tax basis for the payment of out of pocket medical expenses up to \$2,850 per year.
Dependent Care	Employees can payroll deduct up to \$5,000 per year on a pre-tax basis for dependent care expenses.
Other Voluntary Benefits	<p>Available as a new hire or during open enrollment: AFLAC offers: <i>Cancer protection insurance plan</i>, and <i>Short-Term Disability</i> (available to employees working 30 or more hours a week)</p> <p>Available as a new hire or during open enrollment: Legal Insurance (for personal legal issues, ex: wills, etc.)</p> <p>Available at any time:</p> <ul style="list-style-type: none"> • Group Supplemental Retirement Annuity 403(b) (TIAA, MetLife or Valic) • Deferred Compensation 457(b) (TIAA-CREF, Valic, or Voya) • TreasuryDirect • CollegeBoundfund 529 plan
Vacation (by union status)	<p>AAUP: 22 days a year for calendar year employees; none for academic year employees</p> <p>PSA: first 3 years 15 days/year; after 3 years 22 days/year; after 20 years an additional 5 days.</p> <p>PTAA: first 3 years 15 days/year; after 3 years 22 days/year; after 20 years an additional 5 days.</p> <p>MPA: 22 days/year; after 20 years an additional 5 days (see contract for more details)</p> <p>NON-UNION: 22 days/year; after 20 years an additional 5 days; none for Lecturers</p> <p>Prorated for part-time eligible employees.</p>
Sick Leave (by union status)	<p>AAUP: 15 days/year for calendar and academic year employees</p> <p>PSA: 4 hours per pay period</p> <p>PTAA: 4 hours per pay period</p> <p>MPA: 4.62 hours per pay period</p> <p>NON-UNION: 15 days per year.</p> <p>Prorated for part-time eligible employees.</p>
Personal Leave (by union status)	<p>AAUP: None</p> <p>PSA: 4 days per year</p> <p>PTAA: 4 days per year</p> <p>MPA: 4 days per year</p> <p>NON-UNION: 4 days per year for non-faculty only</p> <p>Prorated for part-time eligible employees.</p>

Visit: <http://web.uri.edu/hr/benefits/> for more detailed information