

# 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><b>Health Insurance</b></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.)  <b>Employees pay a co-share towards their health coverage.</b></p> <ul style="list-style-type: none"> <li>• Medical coverage is with Blue Cross Blue Shield RI (BCBSRI); Dental coverage is with Delta Dental; Vision coverage is with Vision Service Plan (VSP)</li> </ul> <p>Although coverage begins on your first day of employment (online enrollment must be completed within the 1<sup>st</sup> 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><b>Retirement 403(b) plan</b>  (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"> <li>(1) You own an institution sponsored 403(b) or 401(a) retirement annuity (employer contributed) (a 401(k) is NOT a qualifying plan)</li> </ol> <p>or</p> <ol style="list-style-type: none"> <li>(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.</li> </ol> <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><b>Medical Retirement Plan</b></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><b>Life Insurance (Aetna)</b></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><b>Long-Term Disability</b></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>

<b>Tuition Waiver</b>	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 <a href="http://web.uri.edu/hr/tuition-2/">http://web.uri.edu/hr/tuition-2/</a> or call Mary Beth Arnold at 874-5567.
<b>Flexible Spending Account</b>	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 \$2,750 per year.
<b>Dependent Care</b>	Employees can payroll deduct up to \$5,000 per year on a pre-tax basis for dependent care expenses.
<b>Other Voluntary Benefits</b>	<p><b>Available as a new hire or during open enrollment:</b>  <b>AFLAC</b> 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><b>Available as a new hire or during open enrollment:</b>  Legal Insurance (for personal legal issues, ex: wills, etc.)</p> <p><b>Available at any time:</b></p> <ul style="list-style-type: none"> <li>• Group Supplemental Retirement Annuity 403(b) (TIAA-CREF, MetLife or Valic)</li> <li>• Deferred Compensation 457(b) (TIAA-CREF, Valic, or ING/Aetna)</li> <li>• TreasuryDirect</li> <li>• CollegeBoundfund 529 plan</li> </ul>
<b>Vacation</b> (by union status)	<p><b>AAUP:</b> 22 days a year for calendar year employees;  none for academic year employees</p> <p><b>PSA:</b> first 3 years 15 days/year; after 3 years 22 days/year;  after 20 years an additional 5 days.</p> <p><b>PTAA:</b> first 3 years 15 days/year; after 3 years 22 days/year;  after 20 years an additional 5 days.</p> <p><b>MPA:</b> 22 days/year; after 20 years an additional 5 days (see contract for more details)</p> <p><b>NON-UNION:</b> 22 days/year; after 20 years an additional 5 days; none for Lecturers</p> <p>Prorated for part-time eligible employees.</p>
<b>Sick Leave</b> (by union status)	<p><b>AAUP:</b> 15 days/year for calendar and academic year employees</p> <p><b>PSA:</b> 4 hours per pay period</p> <p><b>PTAA:</b> 4 hours per pay period</p> <p><b>MPA:</b> 4.62 hours per pay period</p> <p><b>NON-UNION:</b> 15 days per year.</p> <p>Prorated for part-time eligible employees.</p>
<b>Personal Leave</b> (by union status)	<p><b>AAUP:</b> None</p> <p><b>PSA:</b> 4 days per year</p> <p><b>PTAA:</b> 4 days per year</p> <p><b>MPA:</b> 4 days per year</p> <p><b>NON-UNION:</b> 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