



Benefits Offered to Non-Classified Employees

Listed below is general information on State employee benefits.

For more specific information, please visit our website at
www.uri.edu/human_resources/benefits.html,
 or call an Employee Benefits representative at
 874-9054, 874-2921, 874-2778.

Internal payroll (IP) employees are not eligible for benefits.
A Lecturer hired for one semester is not eligible for benefits.

Health Insurance	<p>Individual or family health coverage is available to eligible State employees (20 hrs/week and with an appointment of 6 months or more.)</p> <p>Employees pay a co-share towards their health coverage.</p> <p>Health coverage is with UnitedHealthcare (UHC), Dental coverage is with Delta Dental, and Vision coverage is with Vision Service Plan (VSP).</p> <p>It may take up to 30 days from employee's hire date to receive membership cards.</p>
Board of Governors Alternate Retirement Plan BOG 403(b)	<ol style="list-style-type: none"> 1. State employees who are Non-union lecturers, visiting, asst. professors, temporary clinical faculty, non-union teaching positions, post docs, etc. are not eligible for retirement. 2. There is a two-year qualification period to participate in retirement. However, employee may be eligible to participate immediately if he/she <ol style="list-style-type: none"> (a) currently has an existing 403(b) or 401(a) account or (b) has five years of experience in their field, excluding graduate work, and employee is at least 30 years of age. 3. If employee is currently in Employees Retirement System of RI (ERSRI), he/she may continue membership in that system.
Medical Retirement Plan	<p>Non-classified State employees in a union are automatically enrolled in this plan to help pay the cost of medical insurance upon retirement. The current cost is .25% of your salary.</p> <p>Non-union non-classified State employees who are eligible for retirement have a one-time, irrevocable, opportunity to enroll in this Plan.</p>
Life Insurance	<p>Life insurance is available at a cost to State employees and is based on their salary rounded to the nearest thousand. The basic life insurance premium is \$.1828 per \$1,000 for employees up to age 54, and \$.1934 per \$1,000 for employees age 55 and above. Example: \$50,000 salary would cost \$9.14 or \$9.67 per pay period.</p> <p>An optional life insurance is also available and premiums are based on employee's age.</p>
Long-Term Disability	<p>After one year of service, URI will pay the premium and enroll eligible URI State employees in a Long-Term Disability plan. The one-year waiting period can be waived if employee has participated in a similar plan with his/her previous employer within the last three months.</p>

Voluntary Benefits	<p>Available as a new hire or during open enrollment if <i>pretax</i>: AFLAC offers: <i>Cancer protection plan, Short-Term Disability</i> (available to employees working 30 or more hours a week), and <i>Child Dependent Care</i></p> <p>Available as a new hire or during open enrollment: Legal Insurance</p> <p>Available any time: CollegeBoundfund - 529 plan Savings Bonds – EE or I Deferred Compensation 457(b) (TIAA-CREF, AIG/VALIC, or ING/Aetna) Supplemental Retirement Annuity 403(b) (TIAA-CREF, MetLife or AIG/VALIC)</p>
Tuition Waiver	<p>URI State Employee must work full time. Eligibility requirements for employee and dependents are contingent upon union status. Employee must be actively employed before the first day of classes to be eligible. Visit www.uri.edu/human_resources/waivers.html for information, or call Dawn Smith at 874-5567.</p>
Vacation	<p>AAUP: 22 days a year for calendar year employees; none for academic year employees PSA: first 3 years 15 days/year; after 3 years 22 days/year; after 20 years an additional 5 days. PTAA: first 3 years 15 days/year; after 3 years 22 days/year; after 20 years an additional 5 days. NON-UNION: 22 days/year; none for Lecturers</p> <p>Prorated for part-time eligible employees. Visit http://www.uri.edu/hr/benefits/leaves.html</p>
Sick Leave	<p>AAUP: 15 days/year for calendar and academic year employees PSA: 4 hours per pay period PTAA: 4 hours per pay period NON-UNION: 15 days per year.</p> <p>Prorated for part-time eligible employees. Visit http://www.uri.edu/hr/benefits/leaves.html</p>
Personal Leave	<p>AAUP: None PSA: 4 days per year PTAA: 4 days per year NON-UNION: 4 days per year for non-faculty only</p> <p>Prorated for part-time eligible employees. Visit http://www.uri.edu/hr/benefits/leaves.html</p>