

# 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 [www.uri.edu/hr/benefits](http://www.uri.edu/hr/benefits) or call URI Employee Benefits at 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: 20 hours/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 UnitedHealthcare (UHC)</li> <li>• Dental coverage is with Delta Dental</li> <li>• Vision coverage is with Vision Service Plan (VSP)</li> </ul> <p>It may take up to 30 days from your hire date to receive your membership cards.</p>
<p><b>Board of Governors Alternate Retirement Plan BOG 403(b)</b></p>	<p>There is a two-year qualification period to participate in retirement. However, an employee may be eligible to participate immediately if he/she</p> <ul style="list-style-type: none"> <li>• currently has an existing 403(b) or 401(a) account, or</li> <li>• has five years of experience in their field, excluding graduate work, and the employee is at least 30 years of age.</li> <li>•</li> </ul> <p>If employee is currently in Employees Retirement System of RI (ERSRI), he/she may continue membership in that system.</p> <p><i>State employees who are <b>Non-union</b> lecturers, visiting professors, assistant visiting professors, temporary clinical faculty, non-union teaching positions, post docs, etc. are <b>not</b> eligible for retirement.</i></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>Life insurance is available at a cost to the employee 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.</p> <p>An optional life insurance which doubles your coverage is also available and premiums are based on employee's age. Rates are available on our web site.</p>
<p><b>Long-Term Disability</b></p>	<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 the employee provides proof of participation to HR within 30 days of their hire date that they were enrolled in a similar plan with his/her previous employer within the last three 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://www.uri.edu/hr/benefits/tuition.html">www.uri.edu/hr/benefits/tuition.html</a> , or call Dawn Smith at 874-5567.
<b>Flexible Spending Account</b>	Under the Section 125 tax law, 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 \$5000 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 if <u>pretax</u>:</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, i.e., adoption, wills, debt collection)</p> <p><b>Available at any time:</b>  CollegeBoundfund - 529 plan  Savings Bonds – EE or I  Deferred Compensation 457(b) (TIAA-CREF, AIG, or ING/Aetna)  Supplemental Retirement Annuity 403(b) (TIAA-CREF, MetLife or AIG))</p>
<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>NON-UNION:</b> 22 days/year; 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>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>NON-UNION:</b> 4 days per year for non-faculty only</p> <p>Prorated for part-time eligible employees.</p> <p>Visit: <a href="http://www.uri.edu/hr/benefits/leaves.html">www.uri.edu/hr/benefits/leaves.html</a> for a breakdown</p>