THE UNIVERSITY OF RHODE ISLAND

Benefit summary for **Non-Classified Employees**

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 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.

Health Insurance	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.) **Employees pay a co-share towards their heath coverage.** • Medical coverage is with UnitedHealthcare (UHC) • Dental coverage is with Delta Dental • Vision coverage is with Vision Service Plan (VSP) It may take up to 30 days from your hire date to receive your membership cards.
Board of Governors Alternate Retirement Plan BOG 403(b)	There is a two-year qualification period to participate in retirement. However, an employee may be eligible to participate immediately if he/she • currently has an existing 403(b) or 401(a) account, or • has five years of experience in their field, excluding graduate work, and the employee is at least 30 years of age. • If employee is currently in Employees Retirement System of RI (ERSRI), he/she may continue membership in that system. *State employees who are **Non-union** lecturers, visiting professors, assistant visiting professors, temporary clinical faculty, non-union teaching positions, post docs, etc. are **not** eligible for retirement.*
Medical Retirement Plan	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. Non-union non-classified employees, who are eligible for retirement, have a one-time, irrevocable, opportunity to enroll in this Plan. AAUP members are not eligible for this plan.
Life Insurance (Aetna)	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. 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.
Long-Term Disability	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.

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 www.uri.edu/hr/benefits/tuition.html, or call Dawn Smith at 874-5567.
Flexible Spending Account	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.
Dependent Care	Employees can payroll deduct up to $5,000 per year on a pre-tax basis for dependent care expenses.
Other Voluntary Benefits	**Available as a new hire or during open enrollment if *pretax*:** **AFLAC** offers: *Cancer protection insurance plan*, and *Short-Term Disability* (available to employees working 30 or more hours a week) **Available as a new hire or during open enrollment:** Legal Insurance (for personal legal issues, i.e., adoption, wills, debt collection) **Available at any time:** CollegeBoundfund - 529 plan Savings Bonds Deferred Compensation 457(b) (TIAA-CREF, AIG, or ING/Aetna) Supplemental Retirement Annuity 403(b) (TIAA-CREF, MetLife or AIG))
Vacation (by union status)	**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 Prorated for part-time eligible employees.
Sick Leave (by union status)	**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. Prorated for part-time eligible employees.
Personal Leave (by union status)	**AAUP**: None **PSA**: 4 days per year **PTAA**: 4 days per year **NON-UNION**: 4 days per year for non-faculty only Prorated for part-time eligible employees. Visit: www.uri.edu/hr/benefits/leaves.html for a breakdown