

**THE UNIVERSITY OF WISCONSIN SYSTEM
2008 BENEFITS SUMMARY
for
GRADUATE ASSISTANTS, POST-DOCTORAL APPOINTEES,
and SHORT-TERM ACADEMIC APPOINTMENTS**

To participate in insurance plans, you must file an application within limited enrollment deadlines.
Please take note of the specific enrollment deadlines.

WISCONSIN RETIREMENT SYSTEM (WRS)

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
Not eligible either because appointment is for less than one year or because the position is excluded by statute.	N/A	N/A	N/A

SOCIAL SECURITY AND MEDICARE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All employees, except certain "F" and "J" visa holders and exempt students, have this mandatory coverage. Student employees who are enrolled and regularly attending classes at the UW may waive coverage. Appointees who are supported by stipends or fellowships are not considered employees and are not covered.	Provides a basic retirement annuity based on age and years of contribution. Reduced retirement benefits may begin at age 62. Also provides death and permanent disability benefits. Medicare provides basic health insurance coverage at age 65.	7.65% on covered compensation up to \$102,000 and 1.45% on compensation above \$102,000	7.65% on covered compensation up to \$102,000 and 1.45% on compensation above \$102,000

STATE GROUP HEALTH INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
<p>Eligible <i>short-term academic employees</i> are those appointed to a faculty or academic staff position for a period of less than one year but for at least one semester (6 months for year-round positions) and for at least 28% of full-time (21% for year-round positions). These appointments may qualify for WRS coverage and associated benefits if University employment continues.</p> <p><i>Visiting Faculty</i> – same minimum time and duration standards as short-term academic employees. If on leave from another educational institution, state law prohibits WRS coverage for the first twelve months of UW employment. Health insurance premiums and other benefits are the same as for WRS-covered unclassified employees if the appointment is for at least one year (365 days). Otherwise benefits are the same as for other short-term academic staff.</p> <p>Eligible <i>graduate and post-graduate employees</i> are those who are appointed to work for at least one semester (6 months for year-round positions), and for at least 33% of full-time. Eligible job titles include: Research Associate, Research Intern, Postgraduate Trainee 1-7, Intern (Non-Physician), Teaching Assistant, Program Assistant, Project Assistant, Graduate Assistant. Appointees supported by stipends or fellowships are eligible on the same basis.</p> <p><u><i>Undergrad Assistants and Interns are not eligible.</i></u></p> <p>Must apply within 30 days of date of initial eligible university appointment.</p> <p>Coverage begins the first of month on/after the Benefits Office receives timely application. If above deadline is missed, employees may only enroll in the Standard Plan with a 180-day waiting period for pre-existing conditions.</p>	<p>Comprehensive hospital, surgical, and medical benefits from Health Maintenance Organizations, Preferred Provider Plans or the State's self-funded Standard Plan, which is a preferred provider plan. Other benefits such as dental coverage vary among plans. Single and family coverage available.</p> <p>*Special enrollment options as required under HIPAA and for less than half-time academic staff when increased hours qualify for larger employer contribution to premium.</p>	<p>Employee cost varies depending on whether the plan selected is Tier 1, 2 or 3.</p> <p>Employee monthly cost for Tier 1 single coverage is \$13.50, \$30.00 or \$71.50, respectively.</p> <p>Employee monthly cost for Tier 1 family coverage is \$34.00, \$75.00 or \$179.00, respectively.</p> <p>The employee's contribution may vary due to applicable collective bargaining agreements.</p>	<p>Premium contribution varies depending on the tier of the plan</p>

EMPLOYEE REIMBURSEMENT ACCOUNTS (ERA)
for Dependent Care & Medical Expenses

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
<p>All employees are eligible. New employees must enroll within 30 days of employment. Coverage is effective on the first of the month on/after you submit your enrollment form to your benefits office. Change in family or employment status may create dependent care enrollment opportunity.</p> <p>Each fall, employees must enroll for the next calendar year.</p> <p>State Group Health Insurance, Spectera Vision, Dentacare and Dental and Excess Medical Insurance (Epic) premiums are automatically taken pre-tax unless this option is waived.</p>	<p>Expenses that can be paid by ERAs include qualified dependent care expenses as defined by IRS and allowable medical and dental expenses not covered by insurance. You save federal, Wisconsin and social security taxes on these expenses. Insurance premiums may not be paid by ERAs.</p>	<p>Pre-tax salary reductions that save income and social security taxes. Annual maximums are \$5,000 for Dependent Care, \$7,500 for Medical expenses.</p>	<p>100% of program administrative cost</p>

TAX-SHELTERED ANNUITIES [403(b) Plan]

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
<p>All employees are eligible and can enroll at any time. (Research Assistants, fellows, scholars, graduate interns/trainees, and Post-doctoral Fellows/Trainees receive a stipend rather than wages and are not eligible).</p> <p>For further information see the Tax-Sheltered Annuity Program web site at www.uwsa.edu/hr/benefits/retsav/tsa.htm</p>	<p>This voluntary supplemental retirement savings program allows employees to invest pre-tax salary and defer income taxes on savings.</p> <p>Investment companies approved by UW System oversight committee include mutual funds, insurance companies, TIAA-CREF, and WRS.</p>	<p>Pre-tax salary reductions that defer income taxes. Annual \$9.00 administrative fee and investment company charges.</p>	0%

WISCONSIN DEFERRED COMPENSATION (457 Plan)

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
<p>All employees are eligible and can enroll at any time. (Research Assistants, fellows, scholars, graduate interns/trainees, and Post-doctoral Fellows/Trainees receive a stipend rather than wages and are not eligible).</p> <p>For more information see the WDC web site at www.wdc457.org.</p>	<p>This voluntary supplemental retirement savings program allows employees to invest pre-tax salary and defer income taxes on savings. Funds are chosen and monitored by the State Deferred Compensation Board.</p>	<p>Pre-tax salary reductions that defer income taxes. Fee based on account balance.</p>	0%

EPIC DENTAL AND EXCESS MEDICAL INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
<p>All appointees eligible for State Group Health Insurance. Must apply within 30 days of initial eligible University appointment. Coverage begins first of month on/after the Benefits Office receives timely application.</p>	<p>Covers some expenses not covered by State Group Health Insurance plans if hospitalized or have outpatient surgery. Pays 50% of covered, non-routine dental charges including orthodontia up to \$750 per year after a \$200 per person deductible is satisfied. Benefits include \$5,000 Accidental Death & Dismemberment insurance.</p>	<p>100% of monthly premium: \$12.90 Individual \$25.80 Employee & one dependent \$38.70 Family</p>	0%

DENTAL INSURANCE: DENTALBLUE SUPPLEMENTAL, PPO AND HMO

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
<p>Non-represented graduate assistants, employees-in-training, fellows and scholars eligible for immediate or future state share contribution to the State Group Health Insurance program. Must apply within 30 days of employment. Coverage begins the first of the month on/after the Benefits Office receives timely application.</p> <p>This dental coverage is in addition to and separate from any dental benefit provided with the health insurance.</p> <p>Single and family coverage is available. Domestic partners and their dependents may be eligible.</p> <p>Represented employees can enroll for the same coverages through the Wisconsin Office of State Employment Relations (OSER).</p>	<p>Three plans are offered. The HMO and PPO plans include coverage for diagnostic and preventive services; the Supplemental plan does not. All three cover a percentage of other services, such as fillings and crowns. Annual benefit maximums apply. The member generally must pay coinsurance and an annual deductible. Benefits and provider restrictions vary among plans. In the HMO plan, a dental provider must be selected from those associated with the plan. All three plans provide a discount for orthodontia services received from a network provider.</p>	<p>100% of monthly premium. Premium based on single coverage, employee + 1 coverage or coverage for employee + 2 or more, respectively: <u>Supplemental Plan</u>: \$14.28, \$28.56, \$42.86 <u>PPO</u>: \$21.70, \$43.38, \$71.58 <u>HMO</u>: Varies by region. \$23.27, \$46.55, \$74.47 in Milwaukee area; \$28.78, \$57.56, \$92.10 elsewhere</p>	0%

SPECTERA VISION INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
<p>Employees eligible for immediate or future state share contribution to the State Group Health Insurance Program. Must apply within 30 days of hire. Coverage begins the first of the month on/after the Benefits Office receives timely application.</p> <p>Domestic partners and their dependents may be eligible.</p>	<p>The plan provides partial payment to help offset the costs of annual eye exams, frames, lenses and contact lenses. It provides a discounted refractive eye surgery at selected locations.</p>	<p>100% of premium. \$5.83 employee only; \$11.34 employee + spouse; \$11.88 employee + child(ren); \$17.82 employee + family</p>	0%

UNIVERSITY INSURANCE ASSOCIATION (UIA) LIFE INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
Coverage is mandatory, by action of the Board of Regents, for academic staff and post-doctoral appointees with base salary of at least \$2,333.00 per month, indexed annually. Coverage begins either October 1 or April 1.	Decreasing term life insurance, beginning at benefit level of \$60,000. Includes a living benefit.	\$24.00 per year	0%

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All appointees eligible for State Group Health Insurance. May enroll at any time. Coverage becomes effective on or after the first of the month in which the Benefits Office receives the application unless a later date is requested. Domestic partners and their dependents may be eligible.	Coverage options range from \$25,000 to \$250,000. Spouse or domestic partner and dependents may be covered for lower amounts. Includes a re-education and re-training benefit. Pilot coverage rider is available. Includes Zurich Travel Assist benefit when traveling 100 miles or more from home to assist with medical, legal or personal assistance. AD&D coverage reduces after age 70.	100% of premium	0%

INDIVIDUAL & FAMILY TERM LIFE INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All appointees eligible for immediate or future state contribution to the State Group Health Insurance. Must apply within 30 days of initial eligible university employment. Coverage begins on the first of the month on/after the Benefits Office receives timely application. Late enrollment requires medical evidence of insurability. Domestic partners and their dependents may be eligible.	Initially, employees may select coverage amounts of \$5,000, \$10,000 or \$20,000 for themselves, \$5,000 or \$10,000 for spouses, and \$2,500 or \$5,000 for eligible children. Maximum employee coverage is \$200,000 for employees, \$100,000 for spouse and \$10,000 for child. Each spring, participants have an opportunity to increase coverage without evidence of insurability. Includes a living benefit.	100% of premium: Cost based on age and coverage amount selected.	0%

UW EMPLOYEES INC. LIFE INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All appointees eligible for State Group Health Insurance. Must apply within 30 days of employment. Coverage begins on the first of the month on/after the Benefits Office receives timely application. Late enrollment requires medical evidence of insurability.	Decreasing term insurance, coverage amount based on age, ranges from \$25,000 to \$3,000.	100% of premium: Cost and coverage based on age.	0%

LONG-TERM CARE INSURANCE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All appointees may apply at any time , subject to medical underwriting. Spouses and parents of appointees or spouses may also apply. For further information, visit the DETF website: etf.wi.gov/members/benefits_ltc.htm	Short and long-term care, including assisted living, community-based care, and nursing home care.	100% of premium	0%

WORKER'S COMPENSATION

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All employees have this insurance coverage. In most cases, the first payment will be made by the insurance company within 14 days of your last day worked. Timely reporting of the accident is required of the employer and employee.	Cash compensation, medical expenses and death benefits for on-the-job injuries or occupational diseases.	0%	100% of benefits

UNEMPLOYMENT COMPENSATION

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All employees who are laid off or terminated may receive benefits if covered wages meet minimum requirements.	Weekly benefits are 4% of the highest quarter of wages in the first four of the last five completed quarters.	0%	100% of benefits

FAMILY & MEDICAL LEAVE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All employees who meet eligibility requirement of 1,250 hours of state employment in preceding 12 months (federal law) and/or 1,000 hours of state employment in the preceding year (Wisconsin law). Employees must also meet a duration of employment standard.	Eligible employees may take up to 12 weeks of unpaid, job-protected leave each year for specified family and medical reasons.	0%	100% of program costs

VACATION

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
Non represented employees. Represented employees.	None. Refer to applicable collective bargaining agreement.	0%	100% of benefits

SICK LEAVE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
Non represented employees. Represented employees.	None. Refer to applicable collective bargaining agreement.	0%	100% of benefits

HOLIDAYS

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All appointees.	Up to nine legal holidays.	0%	100% of benefits

OTHER PAID LEAVE

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All employees.	Paid leave when summoned as a witness for the employer or impaneled as a jurist. Paid leave to vote if you cannot vote outside of work hours.	0%	100% of benefits

CAREER-RELATED EDUCATION REIMBURSEMENT

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
Employees with appointments of half time or more, upon approval.	Based on campus reimbursement policy and availability of funding, limited tuition and fee reimbursement is available.	0-100%	0-100%

PARKING FEES & BUS PASSES

Who is Eligible and When	Benefits You Receive	Employee Pays	University Pays
All employees can participate at any time.	Parking availability and fees vary by campus. Most parking costs deducted on a pre-tax basis.	100%	0%

WHERE TO GET MORE INFORMATION: Contact your campus [Staff Benefits Office](#) to get detailed, personalized information. Consult the UW System Administration web site at www.uwsa.edu/hr/benefits for any changes to this form and for expanded information on benefit plans. Master insurance contracts are available for inspection upon reasonable notice by contacting UW System Human Resources.

Should there be a discrepancy between the information contained herein and the contract, the contract will prevail.

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