

# W UNIVERSITY of WASHINGTON

## Benefits Summary for Faculty with Quarter-to-Quarter or less than 9-month Appointments

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University of Washington (UW) offers a wide range of benefits as part of your total compensation package. Choose from top medical and dental insurance programs; plan for your future with tax-deferred investing through the UW retirement options; enjoy generous vacation and sick leave policies; and protect yourself and your family with life and long-term disability insurance. For more information, follow the links shown below or explore the Benefits website at <http://hr.uw.edu/benefits/>

This document describes benefits available to faculty as defined in Chapter 21 of the UW Faculty Code. <http://www.washington.edu/admin/rules/policies/FCG/FCCH21.html>.

## Insurance

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### Eligibility

You can become eligible for PEBB insurance benefits in one of two ways:

- 1) If your faculty appointment is quarter-to-quarter, you will become eligible when you start a second consecutive quarter of a 50 percent UW paid appointment. In this case, your coverage begins the first of the month following the beginning of the **second-quarter** appointment.
- 2) If your UW paid faculty appointment is for one quarter only at 50 percent or greater, **and** at any time in the last 12 months you were eligible for a prior quarter's coverage under faculty eligibility rules at UW or another state higher education institution. In this case your coverage will begin the first of the month following the beginning of your quarterly appointment.

Note: Faculty with appointments of quarter-to-quarter or less than 9 months are responsible for providing **quarterly written notice** to each institution's benefits office if you have faculty appointments at one or more state institutions of higher education.

<http://hr.uw.edu/benefits/health-insurance/eligibility-for-insurance/>

Review the special rules that apply to establish or maintain health care eligibility during summer quarter at: <https://isc.uw.edu/your-time-absence/summer-hiatus-for-academic-personnel/>

**Maintaining Health Care Eligibility During an "Off" Quarter:** Special rules apply for maintaining UW-paid health care eligibility for those faculty with quarter to quarter or less than 9-month appointments. Learn more at: <https://hr.uw.edu/benefits/life-events/self-pay-continue-your-insurance/>

### Medical Insurance

Eligible faculty may choose from several health plans, all of which are listed here: <http://hr.uw.edu/benefits/health-insurance/compare-plans>

### Medical Flexible Spending Account (Medical FSA)

If you choose a non CDHP medical plan, you have the option to contribute to a tax-exempt Medical FSA. The Medical FSA allows you to save money on eligible health expenses.

<http://hr.uw.edu/benefits/more-ways-to-save/fsa-tax-savings-for-medical-costs/>

### Limited Purpose Flexible Spending Account (LFSA)

You can contribute to a LFSA while participating in any medical plan. However, you cannot participate in both a Medical FSA and an LFSA in the same year. The LFSA allows you to save money on eligible dental and vision expenses. <https://hr.uw.edu/benefits/more-ways-to-save/limited-purpose-fsa/>

### Dental Insurance

Choose from two managed care plans and one preferred provider plan. Dental premiums for you and your eligible dependent(s) are fully paid by the UW. <http://hr.uw.edu/benefits/health-insurance/plans/dental-plans/>

### Life, Accidental Death, and Dismemberment Insurance

The University provides each eligible employee with \$35,000 of term life insurance. Options allow employees to design their own coverage by purchasing up to an additional \$1,000,000 in term insurance for themselves as well as coverage for a spouse/partner—in some cases, without evidence of insurability.

<http://hr.uw.edu/benefits/other-insurance/life-insurance-and-accidental-death-and-dismemberment/>

### Long Term Disability Insurance

The UW pays for your Employer-Paid LTD coverage which provides a 90-day waiting period and a maximum benefit of \$240 per month. Also available is Employee-Paid LTD, which provides a benefit of 60% of your eligible pre-disability earnings after a 90 day waiting period. Learn more about your Employee-Paid LTD options at:

<http://hr.uw.edu/benefits/other-insurance/long-term-disability-insurance/>

## Retirement Plan

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Faculty with at least a 50 percent UW paid appointment for six or more consecutive months have 30 days from their eligibility date to make a retirement plan election. Choose between the UW Retirement Plan (UWRP) or the state's Teachers' Retirement System (TRS) Plan 3.

UWRP is a Defined Contribution (DC) Plan under Internal Revenue Code (IRC) Section 403(b). Employee contributions are tax-deferred, and the UW matches 100% of those contributions. Contribution levels are:

- 5% of regular earnings: Under age 35
- 7.5% of regular earnings: Age 35 and over
- 10% of regular earnings: Age 50 and over (optional)

TRS Plan 3 is a hybrid "defined benefit" (DB) and DC retirement plan under IRC Section 401(a). Compare the plans:

<http://hr.uw.edu/benefits/retirement-plans>

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**Note:** This flyer contains a brief description of UW insurance coverage and other benefits. In case of any conflict between this flyer and official plan documents, provisions of the plan document will govern. Plans may change or stop at any time. This is not an employment contract. For more details, visit <http://hr.uw.edu/benefits/>

## Voluntary Investment Program

Add to your retirement portfolio with the Voluntary Investment Program (VIP), an optional, unmatched retirement savings plan under Section 403(b) of the federal tax code. Use the VIP to tap into the tax advantages of pre-tax contributions, make Roth after-tax contributions to create a tax-free account for retirement, or use both contribution types. <http://hr.uw.edu/benefits/retirement-plans/optional-retirement-plans/uw-voluntary-investment-program/>

## Deferred Compensation Program

Washington State Deferred Compensation Program (DCP) is an additional optional, unmatched retirement savings program under IRC 457(b). New employees will automatically be enrolled in DCP three months after their start date. DCP contributions are deducted pre-tax, and the earnings grow tax-deferred. UW employees may participate in both VIP and DCP in the same tax year at the same time. <http://hr.uw.edu/benefits/retirement-plans/optional-retirement-plans/deferred-compensation>

## Other Benefits

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### Holidays and Leave

The UW observes 11 paid holidays per calendar year. Faculty members are eligible to receive up to 90 days of paid sick leave per academic year. <http://ap.washington.edu/ahr/policies/leaves/>

### More Ways to Save

Review programs and educational seminars offered on saving your money. <http://hr.uw.edu/benefits/more-ways-to-save/>

### Dependent Care Assistance Program

The Dependent Care Assistance Program (DCAP) helps you pay for child care and elder care by allowing you to set aside a portion of your salary, pre-tax, for eligible expenses. <http://hr.uw.edu/benefits/more-ways-to-save/dcap-tax-savings-for-child-and-elder-care/>

### Hometown Home Loan Program

Save on loan fees, inspections, and appraisal fees. Pre-qualify and apply at [www.homestreet.com/UW](http://www.homestreet.com/UW). More information is also available at <https://wholeu.uw.edu/2019/03/28/homestreet-bank-seminars/>

### Transportation

- **The U-PASS** provides you with a variety of low-cost transportation options in the greater Puget Sound area—from buses, commuter train service and light rail, to vanpooling and discounted impromptu carpooling. <http://www.washington.edu/facilities/transportation/employee-u-pass>
- **Commute Options** – get free personalized support to help you find a commute that best fits your needs. <https://transportation.uw.edu/getting-here/plan-my-commute>

### Engagement Program

The Whole U is the University's wellness and community engagement program that encompasses an amazing array of resources including discounts! Events, activities, and articles are curated around seven Whole U pillars: being active, eating well, staying healthy, financial fitness, volunteerism, life events/changes, and engaging personal interests. <https://www.washington.edu/wholeu/>

## SmartHealth Wellness

Washington State's voluntary and confidential wellness program also focuses on your health and well-being. As you progress on your wellness journey, you can qualify for a financial wellness incentive! <http://www.hca.wa.gov/public-employee-benefits/smarthealth-wellness>

## WA State Employee Assistance Program

Find an array of work/life resources that go beyond the ordinary. From counseling and legal assistance to financial resources and employee support programs. These services are staffed by local professionals in Washington, ensuring personalized support that aligns with our commitment to your well-being. Contact WA EAP at 877-313-4455 for services.

## Self-Care

The Whole U provides many programs to assist with personal care and wellbeing for you and your loved ones. Find resources for mental, physical, and emotional health. <https://thewholeu.uw.edu/>

## Child Care and parenting

- Limited on-site child care for PEBB-eligible employees is available on the UW Seattle campus, at Harborview Medical Center and at UWMC – Northwest. <https://hr.uw.edu/worklife/child-care-and-caregiving//>
- Off-site and in-home child care options for PEBB-eligible employees include backup care; priority access; tuition discounts, Sittercity membership, nanny and au pair discounts and care finding services provided by WA State Employee Assistance Program. <https://hr.uw.edu/worklife/child-care-and-caregiving/>

## Adult and elder care

PEBB-eligible employees have access to several resources to help with care finding and consultation about elder care issues. <https://hr.uw.edu/worklife/caring-for-adults/>

## Training and Education

**Tuition Exemption Program** provides access to college courses (where space is available) at public higher education institutions across the state, including the UW. <http://hr.uw.edu/pod/overview/tuition-exemption>

**Professional & Organizational Development** offers a wide range of training courses, workshops, and online learning for leaders and staff. <http://hr.uw.edu/pod/courses-and-workshops>

## More

- **Auto, home, renter, and boat group insurance** available to employees. <https://hr.uw.edu/benefits/insurance/other/discounts-auto-home-renters-insurance/>
- **UW Combined Fund Drive**, the state's workplace giving campaign at <http://depts.washington.edu/uwcf/>.
- **Public Student Loan Forgiveness Program (PSLF)** <http://hr.uw.edu/benefits/more-ways-to-save/loan-forgiveness-program/>

## Questions

For eligibility and enrollment in Workday contact the Integrated Service Center (ISC) at 206-543-8000 or [ishelp@uw.edu](mailto:ishelp@uw.edu)

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