

# Hourly-Paid Staff

University of Washington temporary employees whose average employment is at least half-time over a period of six consecutive months are eligible for UW employer-provided PEBB insurances provided they meet the State of Washington Health Care Authority's definition of eligibility. The University is applying the same criteria to temporary employees who have been working for the University as well as to newly-hired temporary employees. UW Benefits will track and notify temporary employees of their eligibility. For more information about eligibility, visit [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/tempee-eligibility.html](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/tempee-eligibility.html)

**INSURANCE ELIGIBILITY DEFINED** Hourly-paid (non-student) staff working half time on average (at least 522 hours) in a six-consecutive-month period are eligible for the insurance benefits outlined below.

**MAINTAINING ELIGIBILITY** After initial insurance eligibility is established, a temporary employee must be paid for at least 8 hours a month in a non-student position in order to maintain PEBB insurance benefits. **Email [benefits@u.washington.edu](mailto:benefits@u.washington.edu) if you work 8+ hours in a month so we can keep your benefits current.**

If a separation is processed or a service break of at least one calendar month occurs, eligibility must be re-established. Once enrolled in your medical and dental plans, the next opportunity to change plans will be during [annual open enrollment](#) OR with a qualifying change in family status—even if you later obtain a permanent position.

**MEDICAL INSURANCE** Choose from four plans in the Puget Sound area—three managed care plans and one preferred provider plan. The cost to the employee varies depending on what plan the employee selects and whether dependents are covered. To review the plans, visit [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-medical.html](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-medical.html)

**DENTAL INSURANCE** Choose from two managed care plans and one preferred provider plan. Dental premiums for you and your dependent(s) are fully paid by the UW. View detailed information about the plans at: [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-dental.html](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-dental.html)

**FLEXIBLE SPENDING ACCOUNT (FSA)** Consider an IRS-approved, tax-exempt account that saves you money on eligible medical expenses. FSA deposits are deducted from your gross pay before taxes are calculated. You then submit claims to reimburse yourself for eligible out-of-pocket medical expenses for you and your eligible dependent(s). Find out more at [www.washington.edu/admin/hr/benefits/saving/medical/fsa.html](http://www.washington.edu/admin/hr/benefits/saving/medical/fsa.html)

**LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE** The University provides each eligible employee with \$25,000 of term life insurance. Employees may purchase up to an additional \$350,000, plus an amount equal to their annual salary. Life insurance may also be purchased for a spouse or qualified domestic partner in an amount up to one half of the employee's level of coverage. In addition, the University provides \$5,000 of Accidental Death and Dismemberment (AD&D) insurance. Employees may purchase up to \$250,000 in optional AD&D insurance and a percentage of that amount for dependents. For more information, visit [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/life-add/](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/life-add/)

**LONG TERM DISABILITY INSURANCE** The UW pays for basic Long Term Disability (LTD) coverage. You may supplement with optional LTD coverage, which provides up to 60 percent of your monthly salary (following a waiting period you select). For more details, go to [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/ltd/index.html](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/ltd/index.html)

**RETIREMENT ELIGIBILITY DEFINED** Hourly-paid staff in classified job titles who work at least 70 hours over any 5 months within a 12-month period may meet Public Employees Retirement System (PERS) Plan eligibility requirements.

**RETIREMENT PLANS** Once eligibility is established, you are required to participate in either the PERS 2 or PERS 3 Plan. Under PERS 2, you make fixed monthly contributions that are subject to periodic rate adjustments and your benefits are predefined by the plan. The PERS 3 Plan has two components: one part provides a predefined employer-paid benefit; and the other part allows you to select a contribution rate (between 5 and 15 percent of your gross income) within a range of tax-deferred investment options. Both PERS Plan 2 and 3 contributions are tax-deferred. For more information, visit [www.washington.edu/admin/hr/benefits/retirement/plans/](http://www.washington.edu/admin/hr/benefits/retirement/plans/)

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**Benefits&WorkLife**

a division of UW Human Resources

**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 [www.washington.edu/admin/hr/benefits/](http://www.washington.edu/admin/hr/benefits/)