

Faculty & Librarian Benefits

The University of Washington offers unique benefits not offered by other employers. Choose from top medical and dental insurance programs. Plan for your future with University of Washington retirement options and tax-deferred investing; enjoy generous vacation and sick leave policies; and protect your family and yourself with life insurance and long-term disability options. For more information, visit www.washington.edu/admin/hr/benefits/

ELIGIBILITY You are eligible for benefits when appointed to an eligible position with at least a 50 percent schedule and duration of at least two consecutive quarters (spring and fall are considered consecutive for benefits purposes) or six consecutive months.

MEDICAL INSURANCE Choose from three managed care plans—Aetna Public Employees Plan, Group Health Classic, or Group Health Value—or one preferred provider plan, Uniform Medical Plan. To find out more, visit 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. For more information, visit 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 out-of-pocket medical expenses for you and your eligible dependent(s). To find out more, visit 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/same-sex 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/

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/

RETIREMENT PLANS As a faculty member or librarian, you are eligible to participate in the 403(b) defined contribution University of Washington Retirement Plan (UWRP). Your UWRP contributions are tax-deferred and immediately vested, and you direct how to invest your account. The UW will match your contributions at 100 percent:

- 5% of gross salary—under age 35
- 7.5% of gross salary—age 35 and over
- 10% of gross salary—age 50 and over (optional)

To participate in the UWRP, enroll through UW Benefits & Work/Life. If you have not enrolled two years after your appointment, you will automatically be enrolled in a Vanguard Target Retirement account, and your contributions (via payroll deductions) will begin. UWRP funding vehicles are designated with Fidelity, TIAA-CREF, and Vanguard. For more information, visit www.washington.edu/admin/hr/benefits/retirement/plans/

VOLUNTARY INVESTMENT PROGRAM Add a tax-deferred supplement to your retirement savings. Voluntary Investment Program deductions are made from your gross salary before taxes are calculated, so you pay less tax. (The UW does not match VIP contributions.) Find out more at www.washington.edu/admin/hr/benefits/retirement/vip/

DEPENDENT CARE ASSISTANCE PROGRAM Deduct your dependent care expenses before they are taxed. With the Dependent Care Assistance Program (DCAP), you'll save money because DCAP expenses are deducted prior to being taxed. For more information, go to www.washington.edu/admin/hr/benefits/worklife/dcap.html



HOLIDAYS AND LEAVE The UW observes 10 paid holidays per calendar year; librarians also are eligible for one paid personal holiday.

- Faculty members are eligible to receive up to 90 days of paid sick leave per academic year.
- Twelve-month faculty appointees are paid for 11 months' service over a 12-month period. One month is available for vacation use during this time.
- Librarians accrue two vacation days and one sick leave day per month.

WORK/LIFE PROGRAMS For more about integrating work and personal life: self-care, eldercare, and parenting, visit www.washington.edu/admin/hr/benefits/worklife/

- **Childcare and Parenting Programs** include time-saving referrals to space available at on-site and community childcare centers; plus seminars on parenting children from birth through teens.
- **TLC Sick Childcare** for children who are mildly ill. The University underwrites the daily fee.
- **Caregiving** is a growing concern as many people find themselves caring for a parent, spouse, or other adult family member. Discover a variety of resources—seminars, consultations, and networks—to help you manage the challenges of family caregiving.
- **UW CareLink** provides free confidential counseling and referral services to help address work and personal issues. Legal and financial services are also available.

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. To find out more, visit www.washington.edu/admin/hr/pod/policies/tuition-exemption.html
- **Professional & Organizational Development** offers a wide range of training courses, workshops, and e-learning programs. For more information, visit www.washington.edu/admin/hr/pod/staff/pro-development/

HOMETOWN HOME LOAN PROGRAM Save on loan fees, inspections, and appraisal fees. Pre-qualify and apply at www.homestreet.com/UW or learn more at www.washington.edu/admin/hr/benefits/saving/housing/hometown-loan.html

TRANSPORTATION

- **U-PASS**, the award-winning transportation program, pays your full fare on Metro Transit, Community Transit, and Sound Transit buses, and provides a discount (approximately 30 percent) on Sounder commuter train service. U-PASS also includes free Night Ride shuttle service, vanpool subsidies, and Flexcar discounts. To find out more, visit www.washington.edu/commuterservices/programs/upass/
- **Elect pre-tax payroll deduction** for U-PASS and other parking services. Learn more, visit www.washington.edu/admin/hr/benefits/saving/pretax-transportation.html

MORE BENEFITS Visit www.washington.edu/admin/hr/benefits/saving/moresaving.html for information about

- **home buying options** and housing resources;
- **group auto, home, renter, and boat insurance** available to employees;
- **long-term care insurance**, designed to cover daily living assistance not covered by medical, Medicare, and disability insurance;
- **employee discounts**, offering valuable national and local discounts with a variety of merchants;
- **Uwellness** (www.washington.edu/admin/hr/benefits/wellness/), providing services, activities, programs, and groups that support your health and well being; and
- **Combined Fund Drive**, the state's workplace giving campaign (visit www.washington.edu/uwcf/).

Benefits&WorkLife

a division of UW Human Resources

CHILD CARE • COMBINED FUND DRIVE • ELDER+ADULT CARE • EMPLOYEE SELF-SERVICE • FLEXIBLE SPENDING ACCOUNT • FLEXIBLE WORK ARRANGEMENTS • HOUSING RESOURCES • INVESTING • LIFE INSURANCE • MEDICAL+DENTAL INSURANCE • PARENTING • RETIREMENT PLANNING • SAVING • SICK CHILD CARE • VOLUNTARY INVESTMENT PROGRAM • UW CARELINK • UWELLNESS

www.washington.edu/admin/hr/benefits



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.