

2016 - 2017 Academic Year PROGRAM OVERVIEW

For Eligible Part-Time Faculty (AFT Local 477, AFL-CIO)

Eligibility requirements for participating include the following:

- Completion of two years of service as part-time faculty
- Expected take-home pay must equal 130 % of all benefit deductions
- A reasonable expectation that the bargaining unit member will teach at least one full semester course in each of the Fall 2016 and Winter 2017 semesters (sign-off from the department/school/college is required on the enrollment form)

Tuition Benefits

The dependent tuition reduction percentage has increased for the 2016/2016 Academic Year. An eligible represented Part-time Faculty is eligible for a 50% tuition reduction for his/her spouse and/or eligible dependents, up to the same number of credits that the Part-time Faculty person is teaching for the term for which benefits are requested (for those members whose work is not expressed in credit hours see terms of the CBA). The program does not cover fees of any kind and does not provide tuition benefits for the PT Faculty person herself/himself.

Voluntary Dental & Vision Program

Two Vision Options - For the 2016-2017 academic year, part-time faculty can select between two vision plan options, Basic and Enhanced. This dual option vision coverage provides WSU Part-time Faculty with two options to best meet their vision needs.

Dental Option - For the 2016-2017 academic year, eligible part-time faculty can select Delta Dental, a comprehensive dental plan. Enrollment is on an annual basis and you must re-enroll each year.

The member will pay 100% of the premium and any associated administrative costs with pre-tax dollars.

Coverage Rules - UPTF members that elect to participate in the voluntary Dental and/or Vision programs are subject to the following provisions:

- Part-time faculty can elect to purchase this coverage at their own expense.
- The coverage will remain in force for the 2016 academic year (September 1, 2016 through August 31, 2017) subject to eligibility guidelines
- Change or cancellation of coverage will only be permitted for IRS allowed status changes (e.g. marriage, divorce, birth, loss of eligibility etc.)
- If the UPTF member does not teach at least one course in the Winter 2016 semester, coverage will be cancelled as of December 31, 2016, and any overpayment will be forfeited (the participant will have the option of continuing coverage through COBRA)
- Premiums for Dental and/or Vision insurance will be payroll deducted on a pre-tax basis over 14 paychecks starting with the pay of 09/21/16 and ending with the pay of 04/19/17. *(No Deduction Pay - Dental and/or vision deductions will not be taken on the pay date of 12/13/16)*

Enrollment & Implementation - The effective date of coverage for all eligible UPTF members electing Dental and/or Vision coverage is September 1st after the annual enrollment period. The UPTF annual enrollment period will be conducted from August 22th through September 9th, 2016. Upon the completion of the enrollment period, additional enrollments will not be permitted.