

Voluntary Dental & Vision Pilot Program

2011-12 Academic Year

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

Overview

This Pilot program provides part-time faculty with the opportunity to purchase at their own expense Dental and Vision insurance. Eligibility requirements for participating include the following:

- Completed 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 2011 and Winter 2012 semesters (sign-off from the department/school/college will be required on the enrollment form)

UPTF members that elect to participate in the Dental and/or Vision program are subject to the following provisions:

- The coverage will remain in force for the 2011-12 academic year (September 1, 2011 through August 31, 2012)
- Change or cancellation of coverage will only be allowed 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 2012 semester, coverage will be cancelled as of January 1st, and any overpayment will be refunded (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 9/14/11 and ending with the pay of 4/11/12. *(No Deduction Pays - Dental and/or vision deductions will not be taken on the pay dates of 12/07/11 and 4/25/12)*

The 2011-12 employee contributions for the Voluntary Dental and Vision plans are summarized in the following table.

Coverage Level	<u>Dental Plan</u> <i>Bi-weekly Employee Contribution</i>	<u>Vision Plan</u> <i>Bi-weekly Employee Contribution</i>
Single	\$28.53	\$6.47
2-Person	\$50.34	\$12.26
Family	\$82.25	\$18.02

Enrollment & Implementation

The effective date for UPTF members electing Dental and/or Vision coverage is September 1st, 2011.

The only enrollment period will be conducted from August 22nd – September 2nd, 2011. Upon the completion of the enrollment period, additional enrollments will not be permitted.