BENEFITS OVERVIEW FOR PROFESSIONAL SUPPORT STAFF ASSOCIATION

For Full-Time, Regular Employees

Benefits are effective the 1st of the month following employee’s date of hire or qualifying event.

Blue Cross Blue Shield of RI
We offer three medical plan options.
Details about each plan are located on the HR Website along with a side-by-side comparison of each plan.

PLAN A: BlueCHiP Flex

<table>
<thead>
<tr>
<th>Employee % Contribution</th>
<th>Individual Bi-Weekly Cost</th>
<th>Family Bi-Weekly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>$58.87</td>
<td>$157.64</td>
</tr>
</tbody>
</table>

In-Network Deductible
$6,000 Individual: Employee pays first $500 per year; University pays remainder*
$12,000 Family: Employee pays first $750 per year; University pays remainder*
* Paid through a Health Reimbursement Account (HRA). See the HR Website for HRA Plan Summary for details.

Out-of-Network Deductible and Coverage
See the BlueCHiP Benefit Summary and the HRA Plan Summary for details.

PLAN B: HealthMate Coast-to-Coast

<table>
<thead>
<tr>
<th>Employee % Contribution</th>
<th>Individual Bi-Weekly Cost</th>
<th>Family Bi-Weekly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>$59.97</td>
<td>$160.38</td>
</tr>
</tbody>
</table>

In-Network Deductible
$6,000 Individual: Employee pays first $500 per year; University pays remainder*
$12,000 Family: Employee pays first $750 per year; University pays remainder*
* Paid through a Health Reimbursement Account (HRA). See the HR Website for HRA Plan Summary for details.

Out-of-Network Deductible and Coverage
See the HealthMate Benefit Summary and the HRA Plan Summary for details.

PLAN C: BlueChoice

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<th>Employee % Contribution</th>
<th>Individual Bi-Weekly Cost</th>
<th>Family Bi-Weekly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>$54.52</td>
<td>$145.80</td>
</tr>
</tbody>
</table>

In-Network Deductible
$6,000 Individual: Employee pays first $500 per year; University pays remainder
$12,000 Family: Employee pays first $750 per year; University pays remainder
* Paid through a Health Reimbursement Account (HRA). See the HR Website for HRA Plan Summary for details.

Out-of-Network Deductible and Coverage
See the Blue Choice Benefit Summary and the HRA Plan Summary for details.

Wellness Incentive: Receive a cash credit for participating in certain wellness activities, if enrolled in an RWU medical plan.
4% of the annual insurance premium for individual coverage
3% of the annual insurance premium for family coverage

Professional Support Staff Association – Effective July 1, 2022 - Updated August 1, 2022
Delta Dental of RI
There is one dental plan regardless of which medical plan employee elects. However, employee pays the same percentage of the dental premium as of the medical premium for the plan in which employee enrolls.

**PLAN A: (If Enrolled in BlueCHIP Flex)**

<table>
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<tr>
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<th>Family Bi-Weekly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>$2.73</td>
<td>$8.81</td>
</tr>
</tbody>
</table>

**PLAN B: (If Enrolled in HealthMate)**

<table>
<thead>
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<th>Employee % Contribution</th>
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<td>$8.81</td>
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**PLAN C: (If Enrolled in Blue Choice)**

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<th>Employee % Contribution</th>
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</thead>
<tbody>
<tr>
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See the Delta Dental Plan Highlights located on the HR Website.

**Buyback:**
$3,000 annual buyback available, if individual or family health and dental insurance is waived
The buyback is paid on a bi-weekly basis.

- 100% Employer-paid Term Life Insurance ($100,000 death benefit and $100,000 AD&D benefit)
- 100% Employer-paid Short- and Long-Term Disability Insurance
  - Short-Term Disability will supplement Rhode Island Temporary Disability Insurance for 26 weeks
  - Long-Term Disability will pay up to 60% of your base pay, if disabled for more than 26 weeks
- 403(b) with TIAA or AIG Retirement
  - Contribute 5% of salary and RWU will contribute 8% of salary
  - 2-year waiting period to receive University’s match, immediate vesting
  - Unmatched employee contributions may begin immediately upon hire
- Accrue up to 12 paid vacation days in first year; thereafter, accrued vacation days increase and vary depending upon years of service (see collective bargaining agreement for details)
- Accrue up to 15 paid sick days per year
- 15 paid holidays per year
- 1 or 3 personal days per year, depending on sick usage
- 1 extra day of vacation added per year, depending on sick usage
- 5 paid bereavement days, depending on relationship of deceased
- Tuition Benefits after 24 months of continuous employment for new hires after 6/30/22. Tuition Benefits after 6 months of continuous employment for members hired before 6/30/22
- Flexible Spending Plan for Unreimbursed Medical/Dental, Dependent Care and Transportation Expenses
- Worker’s Compensation
- Free Parking

See Union Contract for specific plans and policies for detailed information
Regarding eligibility, coverage, restrictions and other requirements.