



Benefits Overview for School of Law Faculty

Blue Cross Blue Shield of RI-HealthMate Coast to Coast

Base Earnings	Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
\$49,999 or less	14%	\$31.97	\$85.07
\$50,000 to \$64,999	16%	\$36.54	\$97.22
\$65,000 to \$74,999	18%	\$41.11	\$109.37
\$75,000 and over	20%	\$45.67	\$121.52

\$25 Office Visit Co-Pay; including Specialists

\$100 ER Co-pay

\$25 Walk-in Co-pay

\$15 Generic/\$25 Preferred Brand Name/\$40 Non Preferred Brand Name

In-Network Deductible: ^[1]

\$5,000 Individual—Employee pays first \$250 per calendar year; University pays remainder

\$10,000 Family - Employee pays first \$500 per calendar year; University pays remainder

Out of Network Deductible and Coverage ^[1]: See Summary of Benefits in B/C Package

Delta Dental of RI

Base Earnings	Employee % Contribution	Individual Bi-Weekly Cost	Family Bi-Weekly Cost
\$49,999 or less	14%	\$1.92	\$6.21
\$50,000 to \$64,999	16%	\$2.20	\$7.09
\$65,000 to \$74,999	18%	\$2.47	\$7.98
\$75,000 and over	20%	\$2.75	\$8.86

\$1,200 per person annual maximum

100% Preventative and minor restorative services

50% Periodontal and major restorative services

50% Orthodontics for dependent children up to \$1,200 lifetime maximum

50% Single Tooth Implants and Tissue Regeneration

No deductible

Buyback available if health and dental insurance is waived

Family Medical and Dental Buyback \$3,000 per year (\$250 monthly)

Individual Medical and Dental Buyback \$1,100 per year (\$91.66 monthly)

100% Employer paid Term Life Insurance (\$100,000 death benefit)

100% Employer paid Short and Long Term Disability Insurance

Short Term Disability will supplement Rhode Island Temporary Disability Insurance for 24 weeks

Long Term Disability will pay up to 60% of your base pay if disabled for more than 26 weeks

403(b) with TIAA-CREF or VALIC Retirement

Contribute 5% of salary and RWU will contribute 8% of salary

No waiting period to begin contributions and receive match

Immediate vesting

15 paid sick days accrued per year

14 paid holidays per year

5 paid bereavement days depending on relationship of deceased

^[1] Review Health Reimbursement Arrangement plan for further information.

Tuition Remission for employee, spouse, or dependent child for appropriately authorized educational programs at RWU ^[2]

Tuition Reimbursement for employee for classes taken at another institution ^[2]

Tuition Exchange and Council for Independent Colleges participation for spouse and dependent child(ren) ^[2]

Flexible Spending Plan for Unreimbursed Health, Dependent Care and Transportation Expenses

Worker's Compensation

Free Parking

[2] Eligible after six months of continuous full time employment

*These benefits are subject to change and should not be construed as an employment agreement.
See specific policies for full information regarding eligibility, coverage, restrictions and other requirements.*