

## **FRIC PROPOSAL AT STAFF COUNCIL MEETING 5/14/08**

This is a summary of the PROPOSAL from FRIC to administration as explained at the Staff Council meeting. UI administration will be reviewing this PROPOSAL and make its recommendation by July 1 for implementation on January 1, 2009.

- All faculty and P&S staff will receive single health coverage at no cost to the employee
- All faculty and P&S staff will receive single dental coverage at no cost to the employee.
- For married couples who both work at the UI, they will each have health & dental insurance at no cost to the employee/s. This includes their children too.
- Every UI employee will receive a "general credit" of \$90/month. This can be used however the employee wishes, but it is not cash.
- Any UI employee who chooses not to have health insurance coverage through the UI (is covered on a plan outside the UI) will receive an "incentive credit" of \$200/month.
- For married employees whose spouse does not work at UI, the employee will pay 20% of the cost of UI Choice for health; and 20% to cover spouse and dependents on UI health & dental plans.
- This proposal does not affect retirees.
- Employees who elect not to have dental coverage may receive a \$20-\$25/month credit.
- Employees will be covered by life insurance of two times their annual salary up to a \$400,000 max.
- Employees who elect to reduce their life insurance coverage to \$50,000 will receive a \$40/month general credit.
- Long Term Disability Insurance at 60% coverage with no five year ramp up period will be given to all employees at no cost.