



INDIVIDUAL CONTRACT EMPLOYEES BENEFIT SUMMARY

This document is intended to provide an overview summary of benefits for Individual Contract employees at Oakland University. Health care directories are available in the Benefit and Compensation Services Office in 401 Wilson Hall. Contact the Benefit and Compensation Services Office at (248) 370-4207 or by fax at (248) 370-4212 for more information.

NOTE: As you read through each of the plans, you can go to <https://wwwp.oakland.edu/uhr/benefits/rates-and-summaries/> for benefit plan summaries.

Medical:

Individual Contract employees who are scheduled to work a minimum of twenty (20) hours per week may choose one of the following three hospital-medical plans: (1) BCBSM Community Blue PPO; (2) Blue Care Network Healthy Blue Living HMO; or, (3) Priority Health HealthbyChoice Achievements HMO. Individual Contract employees may enroll in a group hospital-medical plan within thirty (30) calendar days of the Individual Contract employees date of hire, or during an open enrollment period. Hospital-medical plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Individual Contract employees date of hire. Medical benefits do not vest and can be changed by the Individual Contract employees during any open enrollment period or life changing event, or prospectively by the University.

Cost: The University currently pays an amount equal to 90% of the premium for the lowest cost HMO for the Individual Contract employees and their covered dependents ("University Contribution Amount"), for each of the three hospital-medical plans. Individual Contract employees must pay the amount in excess of the University Contribution Amount.

Dental:

Delta Dental insurance is available at no cost for Individual Contract employees working a minimum of twenty (20) hours per week employees and their covered Dependents. The dental plan is a comprehensive plan that covers preventive, basic, major and orthodontic benefits for the entire family. Annual benefit is \$1,000 per covered person. Orthodontic benefit is \$1,500 lifetime per eligible dependent. Eligible employees may enroll in this plan within thirty (30) days of employment or during an open enrollment period. Dental insurance is effective the 1st of the month following thirty (30) days of employment.

Vision:

Vision Insurance is provided by Oakland University, at no cost to Individual Contract employees who are scheduled to work a minimum of twenty (20) hours per week and their covered dependents. Coverage is available through

Davis Vision or Blue Cross/Blue Shield Vision. This benefit provides for an eye examination, with lenses if needed, and new frames. Eligible employees may enroll in this plan within thirty (30) days of employment or during an open enrollment period. Vision insurance is effective the 1st of the month following thirty (30) days of employment.

Life Insurance: Oakland University provides Individual Contract employees who are scheduled to work a minimum of twenty (20) hours per week with term life insurance in an amount equal to one (1) times their annual base salary, subject to age reductions starting at age sixty-five (65). Oakland University also offers additional life insurance coverage that is optional with a premium that is paid by the employee. Life insurance is effective the 1st of the month following thirty (30) days of employment.

Collective Life Insurance: The University provides the full-time Individual Contract employees with decreasing term life insurance. The dollar value of this coverage is determined by the age of the insured and decreases as age advances. Coverage ceases at age seventy (70). Premiums for this coverage are fully paid by the University, but an application is required within thirty (30) days following employment. Collective Life Insurance is effective the 1st of the month following thirty (30) days of employment.

AD&D Insurance: Individual Contract employees who are scheduled to work a minimum of twenty (20) hours per week and their dependents may elect to purchase accidental death and dismemberment (AD&D) insurance through Aetna. All premiums for such additional insurance coverage will be paid by the employee. An application must be completed within thirty (30) days of employment or during an open enrollment period. AD&D is effective the 1st of the month following thirty (30) days of employment.

Holidays: The following holidays are observed: New Year's Day; Martin Luther King Jr. Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day and the day after; Christmas Eve and Christmas Day; and New Year's Eve; and the "work days" between Christmas Day and New Year's Day.

Leave Accruals: For the first (6) six months of employment, a full-time Individual Contract employee accrues vacation leave at a rate of 12.00 hours per month. Thereafter, the full-time employee accrues vacation leave at the rate of 16.67 hours per month. Sick time for full-time employees is up to 130 work days per year based on years of service.

Salary Continuation and Long Term Disability: Individual Contract employees can request additional paid sick leave by reason of disability after they have exhausted all other accrued paid absence time or sick leave, vacation leave and personal leave days.

A long-term disability plan is provided for all Individual Contract employees who are scheduled to work a minimum of thirty (30) hours per week. Long Term Disability insurance (LTD) is effective the 1st of the month following thirty (30) days of employment. After six (6) months of total disability the plan provides a monthly benefit of 60% of your base monthly earnings or up to a maximum monthly benefit of \$10,000. While you are receiving

disability benefits, reduced university contributions will be made to your existing Employer Sponsored Retirement Plan for you. However, you must have been a participant in the plan at the start of disability. Premiums for this coverage will be paid by the University.

Retirement Contributions:

Oakland University provides all Individual Contract employees the option of participating in the Multiple Option Retirement Program. If Individual Contract employee fails to enroll when first eligible, they may enroll at any time thereafter, but participation cannot be made retroactive. Two tax deferred, defined contribution retirement plans are currently available: TIAA and Fidelity. Effective July 2, 2020 Oakland University contributes 14% of base salary on a monthly basis for participating fulltime Individual Contract employees which will begin the month after the completion of one (1) year of continuous employment. **For newly hired employees on or after January 1, 2022, the Oakland University contribution will be 11% of base salary on a monthly basis for participating fulltime Individual Contract employees, which will begin the month after completion of one (1) year of continuous employment.** Oakland University contributions for part-time Individual Contract employees working 30-39 hours per week will begin the month after the completion of three (3) years of continuous employment. The Individual Contract employee is immediately vested in all contributions made on his/her behalf. The University provides Individual Contract employees the option of investing, at the employee's expense, in supplemental retirement tax-deferred vehicles.

Cost: No cost to, and no match required by, the Individual Contract employee. Participation in an optional supplemental tax-deferred retirement vehicle is at the Individual Contract employee's cost.

Retiree Health Care:

Early Retirement

A retiree with twenty-five (25) years of full-time service who has not attained age sixty-two (62) may elect to continue group hospital-medical coverage at her/his expense by making advance arrangements with the Benefit and Compensation Services Office. Upon attainment of age sixty-two (62), and until age sixty-five (65) the retiree would then become eligible for premium payments to be paid by the University, as long as funding is available.

Medicare Complementary Coverage

Upon age sixty-five (65), Individual Contract employees hired prior to July 1, 2006 and who meet the retirement eligibility requirements will receive a partial contribution from the university toward the cost of Medicare complementary coverage.

Upon age sixty-five (65), Individual Contract employees hired on or after July 1, 2006 and you meet the retirement eligibility requirements may elect to continue "access only" group hospital-medical coverage at her/his expense by making advance arrangements with the Benefit and Compensation Services Office.

Tuition Benefit:

All Individual Contract employees who are regularly scheduled to work a minimum of twenty (20) hours per week and who have satisfactorily completed twelve (12) months of employment may participate in this program.

The spouse or Other Qualified Adult (OQA) of any Administrative Professional employee, and/or dependent child of the employee or OQA who is 23 or under on December 31st of the calendar year and a full-time student, if admitted to the University through its normal procedures, may enroll in any credit course, subject to Registrar's requirements. 50% of tuition shall be charged. The Internal Revenue Code and regulations promulgated thereunder will define dependency. Students must be admitted to the University through the University's normal processes and must be in a degree or certificate granting program or at the University as a guest student. Tuition benefits do not apply to OUWB School of Medicine, Executive MBA, and CRNA programs. Contact Human Resources at 248-370-4579. Tuition benefits do not vest.

Other Services:

Other available services may include use of the bookstore, payroll deduction (Met Law, identity theft protection, auto/home insurance, long term care, etc.), credit union services, golf course, Internet access, library privileges, parking, use of Recreation and Athletics Center. Some of these services may require an employee-paid fee.

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