

BENEFIT IMPACTS AT TERMINATION DUE TO LAYOFF^{*}

EMPLOYEES AGE 55 AND OLDER (AGE 50 FOR PROTECTIVES)

WHO BEGIN A WRS RETIREMENT BENEFIT

NOTE: The information in this fact sheet is based on laws and insurance contracts in effect as of April 2007. It is general and does not cover all details that you may need to know. For complete and current information on how layoff would affect your specific benefits, consult your benefits office as soon as possible.

WISCONSIN RETIREMENT SYSTEM (WRS) Your WRS contributions and service credits will end as of your last day paid. You may begin your WRS retirement benefit effective the day after you terminate employment.

Caution: Some information in this fact sheet may not apply to you if you choose to delay beginning your WRS benefit.

STATE GROUP HEALTH INSURANCE Premiums are paid two months in advance. The University contribution then continues for an additional three months after termination due to layoff. After the first five months, premiums are deducted from your sick leave account. If you take an immediate annuity, you (and your insured surviving spouse, after your death) are entitled to continue group coverage for life by paying premiums from sick leave credits, from your WRS annuity, or directly.

SICK LEAVE CREDITS When you take an immediate annuity from the WRS, your accumulated sick leave hours are automatically converted to credits at your highest rate of pay, and are paid out monthly to cover health insurance premiums.

- Your premiums are paid from your sick leave credits until they are exhausted, and thereafter by deduction from your annuity or by direct payment. You may also escrow your credits for future use if you have comparable insurance coverage from another source.
- If you have 15 years of adjusted continuous state service *and* you begin a WRS annuity or have 20 years of WRS service, you will also receive supplemental sick leave credits. The supplemental credits match your accumulated sick leave hours up to a maximum based on years of service and employment category.

INCOME CONTINUATION INSURANCE (ICI) Coverage ends on the date employment terminates.

EPIC DENTAL AND EXCESS MAJOR MEDICAL Coverage ends at the end of the month following the month employment terminates. You are entitled to continue your coverage indefinitely by paying the premium.

DENTABLUE DENTAL INSURANCE Coverage ends at the end of the month following the month employment terminates. You are entitled to continue your coverage indefinitely by applying for continuation and paying the premium.

DENTAL INSURANCE (Certain Represented Employees) Consult your union representative for information.

SPECTERA VISION INSURANCE Coverage ends at the end of the month for which premium has been paid. You may maintain coverage until the end of the year in which employment terminated by prepaying premium prior to termination. You may continue the coverage under this plan.

STATE GROUP LIFE INSURANCE Coverage ends at the end of the month following the month employment terminates (the end of the month of termination if you are age 65 or older). Continuation in the group plan for your lifetime is automatic if you had at least five years of active insurance coverage since 1990 or had WRS coverage before 1990 (coverage reduces at age 65). Most other employees, as well as your insured spouse and dependent children, are eligible to convert the coverage to an individual policy.

INDIVIDUAL AND FAMILY GROUP LIFE INSURANCE Coverage ends at the end of the month following the month employment terminates. You may convert the coverage to an individual policy.

**and
UW EMPLOYEES, INC.
GROUP LIFE INSURANCE**

^{*} A non-renewal of an academic staff contract is not a layoff, and thus the additional three months of employer-paid health insurance are not available (ch. UWS 12.01, Wis. Admin. Code).

**UNIVERSITY INSURANCE
ASSOCIATION (UIA)
GROUP LIFE INSURANCE**

(Unclassified employees only) Coverage for currently-insured employees ends on October 1 each year. You may be eligible to continue your group term insurance under this plan upon retirement or termination of employment with the University. For information regarding plan continuation contact your Benefits Office and complete a continuation form.

**EMPLOYEE
REIMBURSEMENT
ACCOUNT (ERA)**

Medical account: You may continue coverage for some or all of the current plan year up to the following March 15 by pre-paying contributions. Otherwise, costs incurred after the end of last month in which you made a contribution will not be reimbursed.

Dependent Care account: Your contributions end when you terminate employment. However, you may continue to request reimbursement for eligible expenses during the plan year up to the following March 15 until the account is exhausted.

**ACCIDENTAL DEATH AND
DISMEMBERMENT
INSURANCE**

Coverage ends at the end of the month following the month employment terminates. You may continue in the group plan indefinitely as a retiree. Coverage decreases on a sliding scale beginning at age 70.

**TAX-SHELTERED ANNUITY
ACCOUNT (TSA)
and
DEFERRED
COMPENSATION
ACCOUNT**

You may discontinue contributions at any time by filing timely notice. Contributions end automatically with your last paycheck. If you are age 55 or older at the time employment terminates, you may withdraw some or all of your account without an early withdrawal penalty.

**ACCRUED LEAVE TIME
(VACATION, SABBATICAL,
ALRA, HOLIDAYS,
COMPENSATORY TIME)**

Your last paycheck will include payment for accrued vacation and other leave time owed to you. This payment is not part of your final average salary for benefit purposes under the Wisconsin Retirement System.

Every effort has been made to ensure that this information is correct and current. However, the terms and conditions of UW benefits programs are established by state and federal laws and regulations, the relevant contracts, and the policies of the Board of Regents. These sources of authority control over the information in this fact sheet to the extent there are any differences or conflicts.

If you need this material interpreted or in a different form, or if you need assistance using this service, please contact us.



University of Wisconsin System
780 Regent St. Suite 305
Madison, WI 53715
www.uwsa.edu/hr/benefits