



Benefits Fact Sheet for Full-time Faculty

This brief list of benefits is only to be used to introduce candidates to some of the major benefits and is not intended to be a complete listing. Please refer to the Employee Handbook for additional information. This list is subject to change.

Life Insurance

WWU provides a \$10,000 life insurance policy. Employees are eligible for this coverage on the first of the month following the first day of employment.

Health Insurance

WWU pays 100% of the employee only premiums of a PPO health care plan carried by the university. Dependent coverage is available through payroll deduction. Coverage is effective the first of the month following the employee's first day of employment.

Recognized Holidays

Independence Day

Labor Day

Thanksgiving Day and Friday after Thanksgiving Day

Christmas Eve Day through New Years Day

Memorial Day

Sick Leave as outlined in the Faculty Handbook

Long-term Disability Insurance

Benefits become effective after 90 days of total disability, which are determined by medical reports and are intended to supplement Social Security disability income. This plan insures payment of 60% of earnings prior to disability up to a maximum of \$4,500 per month.

Retirement

WWU contributes a specified percentage of the employees contract cash salary to the pension plan of his/her choice, from those offered through the university. The 2003/2003 rate is 7%. Employees who are 21 years of age and have completed six months of service with the university are eligible to participate in the plan.

Flexible Benefit Plan

Also referred to as a Cafeteria Plan, this benefit allows the employee to pay for certain expenses (health care expenses and/or dependent care expenses) using pre-tax dollars. This account is set up using pre-tax dollars through payroll reductions, then actual receipts of expenses are submitted to the cafeteria plan administrators and payment is made to reimburse you for the incurred expenses.

Tuition Remission

Employees, and/or spouses, and/or their dependents may enroll for a course or courses at WWU at no *tuition* cost. The employee must have completed a 1-year period of continuous full-time employment immediately prior to the beginning of any graduate level class; or 3 months of continuous full-time employment immediately prior to the beginning of any undergraduate level class.

Workers Compensation

Workers Compensation is provided and normally covers a portion of the employees pay while unable to work.