



University Insurance Association (UIA)  
Group Term Life Insurance



**FACT SHEET**

**Eligibility Requirements**

Participation in the UIA life insurance plan is a condition of employment for UW System unclassified employees who have a faculty, academic staff or limited appointment whose rate of compensation when eligibility is initially met, is not less than 50% of the average instructor’s salary for the previous year. Once an employee becomes eligible for coverage, eligibility will continue even if the employee no longer meets the minimum salary requirements. In 2011-2012 the minimum monthly salary required for initial eligibility is \$2,484.00

UW employees who are ineligible for coverage under the plan include:

- Those collecting a WRS benefit (rehired annuitants).
- Anyone who does not hold an unclassified faculty, academic staff or limited position such as classified employees, student assistants or employees-in-training.
- Faculty and staff members who refused membership on one of the two past occasions when the classes eligible for membership were enlarged.

**Effective Date of Insurance**

For newly eligible employees, coverage is effective on October 1 or April 1, depending upon hire date, the date eligibility requirements are met and when the premium is paid. The policy year is October 1 to September 30.

**Premium**

The annual \$24.00 premium is deducted from the employee’s October earnings (paid on or about November 1). If employment begins after payment of October earnings, a \$12.00 premium that pays for six months of coverage is deducted from the employee’s March earnings (paid on or about April 1). The University does not contribute toward the premium.

**Leave of Absence**

Employees on leave of absence who miss the annual premium deduction must submit the annual \$24.00 premium to the UW Service Center by December 1. If an employee returns to work and has not paid the annual premium, the premium will be deducted from the employee’s paycheck upon return to work.

**Schedule of Benefits Effective October 1, 2010**

Death benefits are determined according to the employee’s age at the beginning of each policy year (October 1), illustrated in the following table.

Age as of 10/1/XX	Amount of Death Benefit	Age as of 10/1/XX	Amount of Death Benefit
Under 28	\$101,000	49-51	22,600
28-30	98,100	52-54	17,200
31-33	90,900	55-57	13,100
34-36	78,900	58-60	10,300
37-39	65,000	61-63	8,200
40-42	50,900	64-66	6,100
43-45	39,100	67-69	4,500
46-48	30,000	70 +	3,400

## **Continuation of Coverage**

Employees may continue group coverage indefinitely after retirement or termination. To continue coverage, eligible employees must submit a completed UIA Continuation Application (UWS 1206), and make the first premium contribution (currently \$26.00/year) to Minnesota Life by November 29 following the coverage end date. Every August Minnesota Life will invoice continuing members for the annual premium beginning with the second year of continuation. Continuant also have the option to pay the premium through a \$2/month automatic deduction from a checking account. The continuation application is available online at: [www.wisconsin.edu/hr/benefits/ins/uws1206.pdf](http://www.wisconsin.edu/hr/benefits/ins/uws1206.pdf).

## **Conversion of Coverage**

Employees may convert their group insurance to an individual policy with Minnesota Life within 31 days after their group insurance terminates.

## **Accelerated Benefit**

Insured employees with a terminal illness with life expectancy of twelve months or less may elect to accelerate the amount of the death benefit.

## **More Information**

For more information about the plan, including the plan certificate and beneficiary designation, go to UW System Administration's UIA website at: [www.wisconsin.edu/hr/benefits/ins/luia.htm](http://www.wisconsin.edu/hr/benefits/ins/luia.htm).

Should there be a discrepancy between the information contained herein and the contract, the contract will prevail.

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