



University Insurance Association (UIA) Group Term Life Insurance



FACT SHEET

UIA Life Insurance

The University Insurance Association (UIA) group life insurance plan provides employee-only decreasing term life insurance for faculty, academic staff and limited appointees. Coverage is mandatory for employees who meet the annual eligibility requirements. See the plan certificate for detailed information: <https://www.wisconsin.edu/ohrwd/benefits/download/life/uiacert.pdf>.

Eligibility Requirements

Participation in the UIA life insurance plan is a condition of employment for UW System employees who have a faculty, academic staff or limited appointment and whose rate of compensation is at least 45% of the average instructor's salary for the previous year. Eligibility will be evaluated annually based on active employment information as of October 1st to ensure that the employee meets the minimum salary requirements. In 2018-19, the minimum monthly salary required for eligibility is \$2,658.00.

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

- Rehired annuitants who are receiving an annuity from the Wisconsin Retirement System
- Anyone who does not hold a faculty, academic staff or limited position such as University Staff employees, student assistants or employees-in-training.
- Faculty, academic staff and limited appointees who refused membership on one of the three past occasions when eligibility was expanded.

Effective Date of Insurance

Coverage is effective on October 1, provided eligibility requirements are met and 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). The University does not contribute toward the premium.

Leave of Absence

Employees on an unpaid leave of absence who meet the annual eligibility requirements will receive a billing statement and must submit the annual \$24.00 premium to the UW Service Center by December 1.

Schedule of Benefits

Death benefits are based on the employee's age at the start of each policy year (October 1).

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

Beneficiary

Covered employees may designate or change their beneficiary at any time by submitting a beneficiary designation directly to Securian Financial Group. Death benefits are distributed per the plan provisions if a beneficiary designation is not on file. The beneficiary designation is available online at:

<https://www.wisconsin.edu/ohrwd/benefits/download/life/uia/bendis.pdf>

Accelerated Benefit

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

Continuation of Coverage

Employees may continue group coverage indefinitely when terminating employment for either a WRS retirement or disability. To continue coverage, eligible employees must submit a completed UIA Continuation Application (UWS 1206), and make the first premium contribution (currently \$24.00/year) to Securian by November 29 following the coverage end date. Every August, Securian will send a bill to you for the annual premium beginning with the second year of continuation. Continuant also has the option to pay the premium through a \$2/month automatic deduction from a checking account. Contact the UW Service Center at servicecenter@uwsa.edu or (888) 298-0141 (7:45-4:30 p.m. Monday-Friday) to obtain a continuation form.

Conversion of Coverage

All covered employees who either terminate employment or do not meet the annual eligibility criteria may convert their group insurance to an individual policy with Securian within 31 days after their group insurance terminates. The conversion application is available online at:

<https://www.wisconsin.edu/ohrwd/benefits/download/life/uia/conv.pdf>

More Information

For more information about the plan, go to UW System Administration's UIA website at:

<https://www.wisconsin.edu/ohrwd/benefits/life/uia/>.

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

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