

# OAKLAND UNIVERSITY OUWB SOM FACULTY EMPLOYEES BENEFIT SUMMARY

This OUWB SOM faculty Employees Benefit Summary (“Summary”) describes the benefits provided by Oakland University to all OUWB SOM faculty group employees (“Benefits”). Benefits are subject to all terms and conditions stated in the University’s respective third-party and/or other, insurance, retirement plan and/or other contracts and agreements, including without limitation those terms and conditions applicable to eligibility, coverage, satisfaction of preconditions, and the circumstances under which each respective Benefit is provided and terminates, and an OUWB SOM faculty group employee’s (“OUWB SOM faculty[s]”) participation in each respective Benefit is contingent upon the OUWB SOM faculty satisfaction of any and all such terms and conditions. Taxation of benefits as income will be consistent with applicable Internal Revenue Code sections, and the regulations promulgated thereunder (“IRC”).

OUWB SOM faculty may rely upon this Summary; provided however, the University may prospectively enhance, change or terminate any Benefit identified in this Summary (collectively “modify” or “modification”), for all OUWB SOM faculty from time-to-time in the University’s sole and absolute discretion. If the University intends to prospectively modify a Benefit, the University will provide each OUWB SOM faculty with reasonable prior written notice sufficient for the OUWB SOM faculty to appropriately manage any such modification. Benefits that vested before a prospective modification will remain in full force and effect as vested and will not be modified for the vested OUWB SOM faculty.

If an OUWB SOM faculty individual employment agreement with the University (“Employment Agreement”) contains benefits in addition to those Benefits contained in this Summary, then the respective Employment Agreement shall control as to those additional benefits. If this Summary contains Benefits in addition to those contained in a respective Employment Agreement, then this Summary shall control as to those additional Benefits. If there are conflicts, discrepancies or inconsistencies between or among the same benefits/Benefits contained in both a respective Employment Agreement and this Summary, then this Summary shall control.

This document is intended to provide an overview summary of benefits for OUWB SOM Faculty 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 for more information.

All OUWB SOM faculty are eligible for the following Benefits:

## **Medical:**

OUWB SOM faculty 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. OUWB SOM faculty may enroll in a group hospital-medical plan within thirty (30) calendar days of the OUWB SOM faculty 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 OUWB SOM faculty date of hire. Medical benefits do not vest and can be changed by the OUWB SOM faculty during any open enrollment period or life changing event, or prospectively by the University.

Cost: The University currently pays an amount equal to 95% of the premium for the lowest cost HMO for the OUWB SOM faculty and their covered dependents (“University Contribution Amount”), for each of the three hospital-medical plans. That percentage is scheduled to decrease

to 90% effective January 1, 2021. OUWB SOM faculty must pay the amount in excess of the University Contribution Amount.

**Dental:**

Dental benefits are provided through the Delta Dental group dental plan that covers OUWB SOM faculty who are scheduled to work a minimum of twenty (20) hours per week for their covered dependents for preventive, basic, major and orthodontic dental services. The annual benefit is \$1,000 per covered person and the orthodontic benefit is \$1,500 lifetime per covered person. OUWB SOM faculty may enroll in the Delta Dental plan within thirty (30) calendar days after the OUWB SOM faculty date of hire or during an open enrollment period. Dental plan coverage is effective on the 1st of the month following thirty (30) calendar days after the OUWB SOM faculty date of hire. Dental benefits do not vest and can be changed by the OUWB SOM faculty during any open enrollment period or life changing event, or prospectively by the University.

Cost: No cost to the OUWB SOM faculty.

**Vision:**

OUWB SOM faculty who are scheduled to work a minimum of twenty (20) hours per week may choose one of the following two vision plans: (1) Davis Vision; or, (2) Blue Cross/Blue Shield (VSP) Vision. Vision benefits cover the OUWB SOM faculty and their covered dependents for an eye examination, with lenses and frames if needed. OUWB SOM faculty may enroll in a vision plan within thirty (30) calendar days after the OUWB SOM faculty date of hire or during an open enrollment period. Vision plan coverage is effective on the 1st of the month following thirty (30) calendar days after the OUWB SOM faculty date of hire. Vision benefits do not vest and can be changed by the OUWB SOM faculty during any open enrollment period or life changing event, or prospectively by the University.

Cost: No cost to the OUWB SOM faculty.

**Term Life Insurance:**

The base term life insurance benefit is provided to OUWB SOM faculty who are scheduled to work a minimum of twenty (20) hours per week the amount equal to one (1) times the OUWB SOM faculty annual base salary up to \$250,000, subject to age reductions starting at age sixty-five (65). OUWB SOM faculty may also elect additional, optional, term life insurance through the University. Life insurance is effective on the 1st of the month following thirty (30) calendar days after the OUWB SOM faculty date of hire. OUWB SOM faculty Life Insurance vests and benefits are payable upon death of the OUWB SOM faculty.

Cost: Base term life insurance is provided at no cost to the OUWB SOM faculty. The OUWB SOM faculty must pay the premium for the additional, optional, life insurance.

**Collective Life Insurance:**

OUWB SOM faculty who are scheduled to work full-time (40) hours per week a decreasing term collective life insurance benefit amount that is determined by the age of the OUWB SOM faculty at death, decreases as age advances, and ceases at age seventy (70). OUWB SOM faculty must apply for Collective Life Insurance within thirty (30) calendar days after the OUWB SOM faculty date of hire, and is effective on the 1st of the month after thirty (30) calendar days after the OUWB

SOM faculty date of hire. Collective Life Insurance vests and benefits are payable upon death of the OUWB SOM faculty.

Cost: No cost to the OUWB SOM faculty.

### **Accidental Death and Dismemberment Insurance:**

OUWB SOM faculty who are scheduled to work a minimum of twenty (20) hours per week must apply for AD&D insurance within thirty (30) calendar days following the OUWB SOM faculty date of hire or during an open enrollment period. AD&D insurance is effective on the 1st of the month following thirty (30) calendar days after the OUWB SOM faculty date of hire. AD&D benefits vest and are payable upon accidental death or dismemberment.

Cost: At OUWB SOM faculty cost; OUWB SOM faculty pays all premiums.

### **Holidays:**

The following holidays are observed: New Year's Day; Martin Luther King Jr. Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; the day after Thanksgiving Day; Christmas Eve Day; Christmas Day; New Year's Eve Day; and the "recess" days between Christmas Day and New Year's Eve Day. Paid Holidays do not vest.

Cost: N/A

### **Leave Accruals:**

Vacation Leave: For the first (6) six months of employment, a full-time Administrative Professional 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 Leave: OUWB SOM faculty accrue sick time for full-time employees up to one-hundred thirty (130) work days per year based on years of service. Unused sick days do not "carry over" and no OUWB SOM faculty may accrue more than 1,040 sick hours. NOTE: The University designed this sick time accrual to be used for "sickness" and to offset the long-term disability ("LTD") six (6) month elimination period; and not to extend vacation hours. Sick leave does not vest.

Cost: No cost to the OUWB SOM faculty.

### **Salary Continuation:**

An OUWB SOM faculty can request additional paid salary continuation leave to offset the LTD six (6) month elimination period if the OUWB SOM faculty has used/exhausted all other accrued paid vacation and sick leave. OUWB SOM faculty employed for a minimum of one year may request additional paid sick leave (at the amount of 60% of their current annual salary) whenever by reason of disability he/she will have exhausted all other accruals and personal leave days. A request for additional paid time will be considered by the 3rd party administrator. Salary continuation does not vest.

Cost: No cost to the OUWB SOM faculty.

### **Long-Term Disability:**

The long-term disability (“LTD”) benefit is sixty (60%) percent of the OUWB SOM faculty base salary up to a maximum of ten thousand (\$10,000) dollars per month, which begins after six (6) months of the OUWB SOM faculty total disability (the “elimination period”). The OUWB SOM faculty will also receive a contribution to their 403(b)-retirement account during the OUWB SOM faculty disability at the same percentage that was provided when the disability occurred based on the LTD benefit amount only. OUWB SOM faculty must apply for LTD insurance within sixty (60) calendar days after the OUWB SOM faculty date of hire or during any open enrollment period, and is effective on the 1st of the month after thirty (30) calendar days after the OUWB SOM faculty date of hire. LTD benefits vest and are payable upon a long-term disability.

Cost: No cost to the OUWB SOM faculty.

### **Tuition Benefit:**

All OUWB SOM faculty may participate in this program.

The spouse or Other Qualified Adult (OQA) of any OUWB SOM Faculty member, 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. A School of Medicine faculty member, employed by Oakland University, may enroll in any Oakland University credit courses. 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. No tuition shall be charged for such enrollment, but usual fees shall be charged. Tuition benefits do not apply to OUWB School of Medicine, Executive MBA, and CRNA programs. Oakland shall waive the applicable tuition, defined by the undergraduate lower, undergraduate upper, graduate and doctoral rates as published by Oakland for the semester or the summer session in question, but usual fees shall be charged. In the absence of a fee schedule, the student shall be charged a fee proxy equal to ten (10%) percent of the in state lower division undergraduate tuition rate for the number of credits enrolled. Contact Human Resources at 248-370-4579. Tuition benefits do not vest.

### **Retirement:**

Oakland University provides all OUWB SOM faculty the option of participating in the Multiple Option Retirement Program. If the OUWB SOM faculty employees fail 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. Oakland University contributes 15% of base salary on a monthly basis for participating non-tenured full time, Oakland University employed School of Medicine faculty and 16% of base salary on a monthly basis for participating tenured full time. 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 all participating full-time OUWB SOM faculty, which will begin the month after completion of one (1) year of continuous employment. Contributions up to the applicable Internal Revenue Code highly compensated employee limit. The OUWB SOM faculty is immediately vested in all contributions made on his/her behalf. The University provides OUWB SOM faculty 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 OUWB SOM faculty. Participation in an optional supplemental tax-deferred retirement vehicle is at the OUWB SOM faculty cost.

Early Retirement (Definition): An OUWB SOM faculty may retire “early” at age sixty-two (62) or older with at least fifteen (15) continuous years of full-time service, or, who is younger than age sixty-two (62) but with twenty-five (25) continuous years of service.

Normal Retirement (Definition): An OUWB SOM faculty may retire “normally” at age sixty-five (65), with at least fifteen (15) continuous years of full-time service.

### **Post-Employment Medical, Dental and Vision Benefits for Early Retiree:**

Eligibility: For OUWB SOM faculty whose date of hire is before June 30, 2006 and retire early, then:

Post-Employment Medical, Dental and Vision Benefits and Cost: For an OUWB SOM faculty who retires early (see Early Retirement definition above): The University will continue paying the University Contribution Amount for the Medical Benefit only for the OUWB SOM faculty and the OUWB SOM faculty spouse. The premiums for dental and vision coverage will be at the OUWB SOM faculty cost, for the OUWB SOM faculty and the OUWB SOM faculty spouse, until the OUWB SOM faculty is age sixty-five (65). When the OUWB SOM faculty is age sixty-five (65), the University will then begin paying in accordance with the Medicare Complementary Coverage section below. Post-Employment Medical, Dental and Vision Benefits vest upon retirement. For an OUWB SOM faculty who retires early and is younger than age sixty-two (62) but with twenty-five (25) continuous years of service: the OUWB SOM faculty may continue paying the OUWB SOM faculty group hospital-medical plan, dental and vision premiums that the OUWB SOM faculty is enrolled in on the date of retirement, at the OUWB SOM faculty cost by making advance arrangements with the Benefit and Compensation Services Office. When the OUWB SOM faculty is age sixty-two (62), the University will then begin paying in accordance with the foregoing paragraph above.

Eligibility: For OUWB SOM faculty whose date of hire is on or after July 1, 2006 and retire early, then:

Post-Employment Medical Dental and Vision Benefits and Cost: An OUWB SOM faculty who retires early (see Early Retirement definition above) can participate in the University’s medical, dental and vision Benefits as “access only” for the OUWB SOM faculty and the OUWB SOM faculty spouse and/or dependent children, if applicable, at the OUWB SOM faculty cost by making advance arrangements with the Benefit and Compensation Services Office.

### **Medicare Complementary Coverage:**

Eligibility: For OUWB SOM faculty whose date of hire is before July 1, 2006 and who retire, then:

Medicare Complementary Coverage and Cost: At age sixty-five (65), the University will contribute monthly toward the retired OUWB SOM faculty and their spouse’s Medicare complementary benefits up to \$343.00 for single party and \$686.00 for two party coverage. Medicare Complimentary Coverage vests upon retirement.

Eligibility: For OUWB SOM faculty whose date of hire is after July 1, 2006, then:

Medicare Complementary Coverage and Cost. At age sixty-five (65) the OUWB SOM faculty and their spouse will be eligible for Medicare complementary coverage solely through a University group health plan at the retired OUWB SOM faculty cost.

**Benefits Proscribed by Law:**

OUWB SOM faculty are entitled to all benefits required by law, such as leaves under Medical Leave Act, jury duty and military training, and unemployment and workers' compensation, on the same basis as those legally proscribed benefits are administered by the University. Benefits proscribed by law vest as required by the applicable law.

Cost: No cost to the OUWB SOM faculty unless otherwise proscribed by the applicable law.

**Administrative Benefits:**

Those benefits such as moving and travel expenses pursuant to the University's Administrative Policies and Procedures on the same basis as those administratively proscribed benefits are administered by the University. Administrative benefits vest as required by the applicable administrative policy.

Cost: No cost to the OUWB SOM faculty unless otherwise proscribed by the applicable Administrative Policy and Procedure.

**Other Services:**

Those services made available by the University from time-to-time such as use of the bookstore, payroll deduction (pre-paid legal, 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. Other services do not vest.

Cost: No cost to the OUWB SOM faculty unless otherwise proscribed by the University.

Revised and Effective as of November 29, 2022