



SPECIAL LECTURERS BENEFIT SUMMARY

This document is intended to provide an overview summary of benefits for Special Lecturers 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 or by fax at (248) 370-4212 for more information.

NOTE: As you read through each of the plans, you can go to <http://www.oakland.edu/benefitsummaries> for benefit plan summaries.

Medical Insurance:	Special Lecturers may choose from two BCBSM Community Blue PPOs, Blue Care Network Healthy Blue Living HMO, Health Alliance Plan Health Engagement HMO, and Priority Health HealthbyChoice Achievements HMO medical plans. Medical insurance is effective the 1st of the month following date of hire. The University shall make a monthly contribution up to 60% or 65%, based on years of service, of the full cost of the most expensive Health Maintenance Organization (HMO).
Optical Insurance:	Oakland University provides Special Lecturers and their covered dependents, coverage through Davis Vision or Blue Cross/Blue Shield Vision. Eligible Special Lecturers may enroll in the plan when first hired or during an annual open enrollment period. The benefit provides for an eye examination, with lenses if needed, and new frames every twenty-four (24) months. Under the Davis plan, you can receive an annual eye exam. Optical insurance is effective the 1st of the month following date of hire. The University shall make a monthly contribution up to 60% or 65% of the premium based on years of service.
Holidays:	The following holidays are observed: Memorial Day; Independence Day; Labor Day; Thanksgiving Day and the day after; Christmas Eve and Christmas Day; New Year's Eve and New Year's Day; and the "work days" between Christmas Day and New Year's Day.
Multiple Option Retirement:	The University provides Special Lecturers the option of investing, at their expense, in supplemental retirement tax-deferred vehicles.
Tuition/Career Development:	Contact Academic Human Resources at 248-370-2195.

Other Services:

Other available services may include use of the bookstore, payroll deduction (Met Law, 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.

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