



# Bryant University

## 2024 Faculty Benefit Summary Guide

BENEFIT	CARRIER/PRODUCT	FEATURES/COVERAGE	ELIGIBILITY	COST
<b>Medical Insurance</b>	Blue Cross Blue Shield of Rhode Island <ul style="list-style-type: none"> <li>o Premium</li> <li>o Base</li> <li>o Value</li> <li>o HDHP</li> </ul> <a href="http://www.bcbsri.com">http://www.bcbsri.com</a>	<a href="#">BCBS Plan Highlights</a>	First day of the month following date of hire.	Cost share based on annual salary and plan selected.
<b>Dental Insurance</b>	Delta Dental <ul style="list-style-type: none"> <li>o Basic</li> <li>o Expanded</li> </ul> <a href="http://www.deltadental.com">http://www.deltadental.com</a>	<a href="#">Dental Highlights</a>	First day of the month following date of hire.	Cost share for basic plan is 25% of premium. Buy- up for expanded.
<b>Flexible Spending Account</b>	<a href="#">VOYA</a> <ul style="list-style-type: none"> <li>o Medical Care Reimbursement Account</li> <li>o Dependent Care Reimbursement Account</li> </ul>	Provides the opportunity to pay for uncovered medical expenses and/or dependent care expenses with pre- tax dollars.	First day of the month following date of hire.	Paid in full by the employee.
<b>Life Insurance</b>	SunLife  <i>2 x Annual Salary</i>	<a href="#">GTL Certificate.pdf</a>	First day of the month following date of hire.	Paid in full by the University.
<b>Disability Insurance</b>	SunLife  <i>90- day elimination period</i> <i>60% of base salary up to \$14/k per month</i>	<a href="#">LTD Certificate</a>	First of month following first anniversary of full- time employment.	Equal share of cost by the employee and the University.

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Voluntary Benefits	<a href="#">MetLife</a> <ul style="list-style-type: none"> <li>○ Accident Protection Plan</li> <li>○ Critical Illness Plan</li> <li>○ Legal Plan</li> </ul>	Supplemental income protection plans offered to create greater financial safety for you and your family.	First day of the month following date of hire.	Paid in full by the employee.
	<a href="#">Farmers Insurance</a> <ul style="list-style-type: none"> <li>○ Auto &amp; Home Insurance</li> </ul>	Pay for Auto and Home Insurance through direct payroll deduction and receive discounted rates	Immediately	Paid in full by the employee.
	AllState Identity Protection <a href="http://www.allstateidentityprotection.com/">www.allstateidentityprotection.com/</a>	Protection from a wide range of identity threats, so you can keep loving what technology adds to your life.	First day of the month following date of hire.	Paid in full by the employee.
	Invesco <ul style="list-style-type: none"> <li>○ CollegeBound<i>fund</i></li> </ul> <a href="http://www.invesco.com/college-bound">http://www.invesco.com/college-bound</a>	A tax- advantaged 529 college savings program .	First day of the month following date of hire.	Paid in full by the employee.
	Employee Vision Trust Vision Service Plan <a href="http://www.vsp.com">www.vsp.com</a>	<ul style="list-style-type: none"> <li>○ Vision exam every 12 months</li> <li>○ Lenses every 12 months</li> <li>○ Frames every 24 months</li> <li>○ Elective contact lenses</li> <li>○ Laser corrective surgery discount</li> </ul>	First day of month following one full month of employment.	Paid in full by the employee.
Retirement	TIAA <a href="http://www.tiaa.org">http://www.tiaa.org</a>  Fidelity Investments <a href="http://www.fidelity.com">http://www.fidelity.com</a>  <i>Formula:</i> 8% of base salary up to breakpoint 12% of base salary in excess of the breakpoint	<a href="#">Summary Plan Description</a>	Eligible after two years of continuous employment. (Waiver of waiting period available, contact Human Resources).	No contribution by employee required.

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Tax Sheltered Annuity (SRA)	TIAA <a href="http://www.tiaa.org">http://www.tiaa.org</a>  Fidelity Investments <a href="http://www.fidelity.com">http://www.fidelity.com</a>	<a href="#">Summary Plan Description</a>	First of the month after completion of enrollment forms.	Paid in full by the employee.
Employee Assistance Plan	Coastline EAP <a href="https://www.coastlineeap.com/">https://www.coastlineeap.com/</a>	Confidential counseling and referral services/resources for employee or members of the employee's household.	Immediately	Paid in full by the University.
Educational Benefits	Tuition Remission	Remission for tuition at Bryant University for employee, spouse, and legal dependents.		<i>Employee and dependents – 100%</i>
	Fellowship Program (Exempt Employees Only)	Remission for tuition associated with a work-related advanced degree at an accredited institution. (Subject to program limits; approval required).		
	<a href="#">Executive Education and Career Accelerator</a>	Wide range of professional continuing education and training programs.	Immediately	Discounted rates available
	Tuition Exchange Program <a href="#">Tuition Exchange</a>	Scholarships for dependent children under age 24 to attend a Tuition Exchange member institution.	Eligible for next annual cycle.	

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Paid Time Off	Salary Continuation Program	Provided to prevent financial loss due to illness – annual accrual varies by employee classification.	Immediately – Employees Only	30 Days at 100% 60 Days at 75%
	Holidays (Per Academic Calendar)	Varies by employee classification – outlined in the Employee Handbook and/or applicable Collective Bargaining Agreement.	Immediately	
Health and Wellness	Elizabeth and Malcom Chace Athletic and Wellness Center	Free Employee membership to fitness center.	Immediately	
	BCBS Wellness Incentive Program	Opportunity to receive a \$300 premium discount each year.		

**Important Note:**

This is a benefits summary and is not intended to provide a complete plan description. If there is any difference between the information in this summary and the plan documents, the plan documents will govern. Bryant University reserves the right to modify, amend or terminate benefit plans at any time subject to applicable law.

**In some cases, Collective Bargaining Agreements may alter or modify personnel policies and benefits described herein. In these cases, the applicable provisions of the current Collective Bargaining Agreements in coordination with the plan documents will prevail.**

Benefits enrollment is not automatic. Appropriate enrollment application forms must be completed and submitted for coverage to take effect.