Disclaimer

This publication is a summary of benefits and does not contain all the terms and conditions of the various programs. The appropriate plan document governs the operation of each plan.

Reference https://hr.uncc.edu/benefits/plan-information-contacts for an electronic copy of this booklet with website links.
### Eligibility Requirements:
Reference [Benefits Eligibility Chart](#) for details (based position and work hours)
Pre-Existing Conditions are not excluded on the Health Plans

<table>
<thead>
<tr>
<th>Effective Date (based on eligibility and enrollment):</th>
<th>State Health Insurance:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>First day of the month following the date of employment/eligibility, OR</td>
</tr>
<tr>
<td></td>
<td>First day of the second month of employment/eligibility, for enrollments made within 30 days of hire</td>
</tr>
<tr>
<td>Other insurance (i.e. dental, vision, etc.):</td>
<td>First day of the month after employment</td>
</tr>
<tr>
<td>Mandatory state retirement:</td>
<td>First day of employment</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Enrollment Deadlines (based on type of benefit):</th>
<th>State Insurance (State Health and Other Insurance):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>30 days from hire/eligibility date</td>
</tr>
<tr>
<td>UNC System Benefits</td>
<td>31 days from hire/eligibility date</td>
</tr>
<tr>
<td>Mandatory state retirement:</td>
<td>60 days from hire/eligibility date</td>
</tr>
</tbody>
</table>

| Supplemental retirement (401k, 403b, 457):           | Enroll at anytime                                    |

<table>
<thead>
<tr>
<th>Insurance Cards:</th>
<th>Health Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Issued by the vendor</td>
</tr>
<tr>
<td></td>
<td>• Worldwide access to network hospital/physicians through the Blue Card Program</td>
</tr>
<tr>
<td></td>
<td>• Mandatory preauthorization program for certain covered services</td>
</tr>
</tbody>
</table>

Reference [Insurance Cards](#) for other plans

<table>
<thead>
<tr>
<th>Deduction Frequency:</th>
<th>Health insurance: semi-monthly (month in advance of coverage)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Collection of retroactive premiums: $400 or less over 2 paychecks, more than $400 over 4 paychecks</td>
</tr>
</tbody>
</table>

NC Flex insurance plans: semi-monthly (month of coverage)

|                                                      | Collection of retroactive premiums: $50 or less over 1 paycheck, more than $50 over 2 paychecks |

NC Flex (health and dependent care spending accounts):

|                                                      | Annual amount spread over remaining paychecks |

UNC System Benefits: semi-monthly (month of coverage)

|                                                      | Collection of retroactive premiums: $50 or less over 1 paycheck, more than $50 over 2 paychecks |

Mandatory Retirement:

|                                                      | Semi-monthly each check of eligible earnings |

Supplemental Retirement (401k, 403b, 457):

|                                                      | Semi-monthly based on enrollment |

| Rates:                                               | [Benefit Plan Rate Sheet](#) |

| Summary:                                             | [Benefits Summary](#) |
Communications (News/Opportunities):
Emailed from: benefits@uncc.edu
Posted on-line: http://hr.uncc.edu/benefits

UNC CHARLOTTE
EMPLOYEE BENEFITS/CONTACTS

INSURANCE

State Health Plan (Administered by BlueCross Blue Shield of NC 888-234-2416)

Blue Connect / 888-234-2416 (Request an ID card, view claims, and find a provider, for the Basic 70/30 or Enhanced 80/20 Plans) Health Plans:

• 70/30 PPO Plan
• 80/20 PPO Plan
• High Deductible Health Plan (HDHP) (limited to FT temporary employees, and PT permanent employees)

Note: * General Statute 135-48.1(18) SL 2017-57 changed the eligibility for retiree health coverage. Members hired on or after Jan. 1, 2021 will not be eligible for retiree medical benefits. Click here for more detail.

Pharmacy:

• CVS Caremark / 888-321-3124 (File a claim for prescription drugs, locate pharmacies within network, or learn about the Plan’s preferred prescription drugs)

NC Flex Plans

• Tricare Supplement (800-638-2610)
• Flexible Spending Accounts (P&A Group 866-916-3475)
  o Health Care Flexible Spending
  o Dependent Day Care Flexible Spending
• Accident Plan (VOYA 1-877-464-5111)
• Dental Insurance (Metlife 855-676-9441)
  o Low Option Plan
  o Classic Option Plan
  o High Option Plan
• Vision (EyeMed 1-866-248-1939)
  o Core Plan
  o Basic Plan
  o Enhanced Plan

• Critical Illness (Allstate 866-232-1517)
• Cancer (Allstate 866-232-1517)
• Life Insurance (VOYA 877-464-5111)
  o Core AD&D
  o Voluntary AD&D
  o Group Term Life

Disability Plans:

• Disability Income Plan of North Carolina (NC State Treasurer 1-877-627-3287)
  o Short Term Disability
  o Extended Short-Term Disability
  o Long Term Disability
• Supplemental Disability Plan for UNC ORP Participants (The Standard 800-842-2733)
• Supplemental Disability Plan for TSERS Members (Lincoln Financial 888-440-6118)

UNC System Benefits

• The UNC System Group Term Life Insurance
  o Additional plan details

LEAVE

• Advance Leave
• Leave Without Pay
• Family and Medical Leave (FMLA)
  o Family and Medical Leave (FMLA) PIM
  o Summary, Employee/Supervisor Actions/Resources
• Leave Accrual Rates (Sick and Vacation Leave)
• Adverse Weather/Emergency
• Holidays
• Voluntary Shared Leave Program

LEAVE Continued

• Community Service Leave
  o Community Service Leave PIM
  o Important Facts, Reporting, Examples
OTHER BENEFITS

Education Benefits

Employee Assistance Program
- UNC Charlotte resources
- Comp Psyc - Guidance Resources (877-603-8259)

College Savings
- College Foundation of North Carolina

Auto and Homeowners Insurance (Liberty Mutual)
Agent: Larry Chester (704-549-8944 x57368)

Pre-Paid Legal Services (800-232-4936) Agent: Frances Delk

Employee Discount Program

NC State Employee Credit Union (8605 University City Blvd Branch 704-549-5822)

RETIREMENT

Mandatory Retirement Plans

- Teachers State Employees Retirement System (TSERS)
- UNC System Optional Retirement Plan (ORP*)
  - Fidelity Agent: Jared McVey, 704-614-4167
  - TIAA Agent: Tamara Grate, 704-988-1456

Note: * General Statute 135-48.1(18) SL 2017-57 changed the eligibility for retiree health coverage. Members hired on or after Jan. 1, 2021 will not be eligible for retiree medical benefits. Click here for more detail.

Supplemental Retirement Plans

- NC Total Retirement (Prudential) 401k, 457 Agent: Rob Sipprell, 919.583.2677
- UNC System Plans (Fidelity and TIAA) 403(b), 457 - same agents for ORP plans*
- The University of North Carolina Section 403(b) Universal Availability Notice

Social Security

- my Social Security
- Retirement Rates and Limits

Revised 7/11/2022