

MISCELLANEOUS EMPLOYEE BENEFITS

Athletics

Cajundome Ticket Office, Phone: 265-2100

www.ragincajuns.com/

Season tickets for all sports are available to faculty and staff at a discounted price.

Bourgeois Hall

225 Cajundome Blvd., Phone: 482-6159

<http://intramurals.louisiana.edu>

E-mail: wsh7898@louisiana.edu

UL Lafayette Intramural Sports offers a wide variety of recreational programs to students as well as to faculty/staff. UL Lafayette staff members have access to aerobics classes, free athletic equipment check-out, open recreation (such as weight room facilities, stairmasters, racquetball, tennis, basketball, exercise bikes, and the aquatic center) and team/individual intramural events such as flag football, basketball and tennis. Current employee ID required.

Credit Union

619 McKinley Street, Phone: 482-6956

<http://creditunion.louisiana.edu>

The UL Federal Credit Union is a non-profit organization owned and operated by its members for the benefit of the membership. Membership is open to all persons employed by UL Lafayette and to the members of their immediate families; as well as to UL Lafayette students.

Dental Insurance

Human Resources, Martin Hall, Room 170, Phone: 482-6242

<http://personnel.louisiana.edu/benefits/insurance-plans.shtml>

The optional dental plan is a voluntary incentive plan that offers coverage for four types of dental services with a freedom of choice of dentist. Employee pays entire premium.

Direct Deposit

Administrative Services, Martin Hall, Room 124C, Phone: 482-5895

<http://payroll.louisiana.edu/dirdep.pdf>

Employee earnings can be deposited directly to a bank account. Pick up a Direct Deposit Authorization form from Business Service.

Group Term Life Insurance

Human Resources, Martin Hall, Room 170, Phone: 482-6242

<http://personnel.louisiana.edu/benefits/insurance-plans.shtml>

The group term life insurance is sponsored by the Office of Group Benefits. It provides a life insurance benefit of up to one and one-half times the employee's annual salary to a maximum of \$50,000. It provides benefits for dependents, and accidental death and dismemberment coverage for employees. Employee and the University share the cost of the premium.

Health Insurance

Human Resources, Martin Hall, Room 170, Phone: 482-6242

<http://personnel.louisiana.edu/benefits/insurance-plans.shtml>

http://payroll.louisiana.edu/benefits/Insurance_rates.shtml

Health coverage is offered by the Office of Group Benefits. It provides financial assistance in helping to pay medical care costs. The employee and the University share the cost of premiums. See website for rates.

Libraries

Edith Garland Dupre Library

www.louisiana.edu/Library

Information regarding libraries and library facilities, holdings, and services is available at the above website. University staff has check-out privileges at the library.

Long Term Disability

Human Resources, Martin Hall, Room 170, Phone: 482-6242

<http://personnel.louisiana.edu/benefits/insurance-plans.shtml>

Long term disability coverage is available as optional coverage. After a three month qualifying disability period, benefits are paid at 60% of the employee's basic monthly salary to a maximum monthly benefit of \$4,000. Employee pays entire premium.

United States Series I-Indexed Savings Bonds

Human Resources, Martin Hall, Room 170, Phone: 482-6242

Contact Human Resources for information on purchasing these bonds.

Tax Deferred Annuity Plan, Section 403(b) of the Internal Revenue Code

Human Resources, Martin Hall, Room 170, Phone: 482-6242

<http://personnel.louisiana.edu/benefits/tax-deferred-annuity.shtml>

The tax deferred annuity plan allows an employee to postpone paying income tax on employee contributions towards an annuity until after the employee retires.

Tax Exempt Cafeteria Plan, Section 125 of the Internal Revenue Code

Human Resources, Martin Hall, Room 170, Phone: 482-6242

<http://personnel.louisiana.edu/benefits/cafeteria-plan.shtml>

The cafeteria plan enables an employee to pay for qualified benefits (hospitalization, dental care, eye care, dependent care, etc.) with pre-tax dollars rather than the traditional way of paying with after-tax dollars.

Tuition Waiver Policy

**Assistant Vice President, Administration and Finance, Martin Hall, Room 178,
Phone: 482-6256**

Faculty/Staff Tuition Exemption Program:

The University of Louisiana Board of Supervisors has adopted the following guidelines for the Faculty and Staff Tuition Exemption Program at the University of Louisiana at Lafayette.

Employees of the University of Louisiana System and their dependents may enroll at any of the eight institutions within the system for undergraduate or graduate instruction at a reduced tuition, plus certain applicable fees.

I. The following conditions apply to faculty and staff:

- A. Faculty or staff member must be employed on a full-time basis at a University of Louisiana System institution. Enrollment at an institution other than the home institution requires the joint approval of the home institution president and the president of the institution the employee wishes to attend.
- B. Full-time System Office staff may also attend any System institution. Enrollment at an institution requires the joint approval of the system president and the president of the institution the employee wishes to attend.
- C. Full-time employees may register for up to six (6) hours per semester (or its equivalent under the quarter system) for a reduced charge of \$25.00 per credit hour, not to exceed \$150.00 for any undergraduate or graduate level courses.
- D. In addition to tuition, faculty and staff shall also be assessed the following fees:
Academic Excellence Fee, Operational Fee and Technology Fee.

- E. This policy shall apply only to courses and programs for which regular tuition is charged.
- F. Retired faculty and staff who have served not less than 25 years in the University of Louisiana System shall maintain eligibility for this tuition and fee policy

II. The following conditions apply to spouses and children of full-time faculty and staff members.

- A. Spouses and children of faculty and staff members employed on a full-time basis by a System institution may attend another System institution with the joint approval of the of the employee's president and the president of the host institution.
- B. Similar dependents of System Office staff employed in full-time service may also attend any System institution with the joint approval of the System president and the president of the institution the employee wishes to attend.
- C. Dependents who qualify will be limited to those who are eligible according to the Internal Revenue Tax Code during the calendar year in which the tuition reduction is issued. At such time as the dependent is no longer eligible according to IRS Code, the dependent ceases to be eligible for this reduction.
- D. Spouses and dependents of retired faculty and staff (as provided in I (F) shall be eligible for this tuition and fee policy.
- E. Spouses and dependents of deceased faculty and staff shall be eligible for this tuition and fee policy provided the faculty or staff was in service to or retired from the System (as provided in I (F) and eligible for the reduction when death occurred.
- F. Spouses and dependents of disabled faculty and staff, as determined by the Teachers' or State Employees' Retirement Systems but otherwise eligible for this tuition and fee policy, shall maintain eligibility.
- G. Only undergraduate coursework for undergraduate students is eligible for the reduced tuition charges.
- H. The reduced tuition shall provide for \$25.00 per credit hour, not to exceed \$300 (\$200 per quarter) for full-time enrollment and shall be prorated for part-time enrollees.
- I. Spouses and dependents shall be assessed the following fees: Academic Excellence Fee, Operational Fee and Technology Fee and any and all student-assessed fees.

Any exceptions to the provision of the PPM shall be submitted, with a full justification, to the University of Louisiana System President who shall determine if such an exception will be made.

Paul and Lulu Hilliard University Art Museum

710 East Saint Mary Boulevard, 70503, Phone: 482-2ART

www.louisiana.edu/uam

Free admission for all UL Lafayette faculty and staff and 10% discount on purchases in the James W. Bean Bookstore. The Paul and Lulu Hilliard University Art Museum is a campus architectural landmark and the largest art museum on the gulf coast between Houston and New Orleans. The UAM features a variety of changing exhibitions and a continuing schedule of lectures and programs.

University Bookstore

McKinley Street, Student Union Building, Phone: 851-BOOK

<http://bookstore.louisiana.edu/> The University Bookstore provides faculty/staff with 20% discount on most purchases. Current employee ID required.