



Summary of Health Insurance Benefits

Updated November 4, 2022

Health Insurance Benefit

See Article 40 – Health Insurance (pg. 44) of the current [UVMSU contract](#) for more detail.

- UVMSU staff and your dependents can access health insurance coverage through UVM’s Vermont Health Partnership (VHP) Open Access Plan, which is administered by Blue Cross Blue Shield of Vermont.
 - Plan summaries can be found here: [2022](#) | [2023](#)
- Medical benefits begin on the first day of employment as long as you submit your application to HR during your first week of employment.
- Allowable dependents for health and dental insurance coverage include your spouse, civil union partner, or domestic partner; and your and/or your domestic partner’s children (natural, adopted, under legal guardianship) up to age 26. (See below for information about adding a domestic partner or their children.)
- Staff who accept UVM health insurance pay a percentage of the premium for their selected plan (individual, individual + partner, individual + children, or family plan).
 - The contribution percentage varies by income level and can be found here: [2022](#) | [2023](#)

Dental Insurance Benefit

See Article 41 – Dental Insurance (pg. 47) of the current [UVMSU contract](#) for more detail.

- Basic dental coverage is paid in full by UVM for full-time employees or in part by UVM for part-time employees.
- There is a more comprehensive (“high”) plan that staff can choose to purchase.
- Coverage begins six months after your first day of employment.
 - Permanent employees who were previously temporary employees may have part or all of this benefit waiting period waived ([See Article 9.2, pg. 9](#)).

Domestic Partner Health Insurance Benefit

See Article 40.4 (pg. 44) Appendix (pg. 61-62) of the current [UVMSU contract](#) for more detail.

**** This Open Enrollment period (Nov. 7 – Dec. 2, 2022) is the time to add your domestic partner or their children to your insurance! Use and submit this [Domestic Partner Attestation Form](#).****

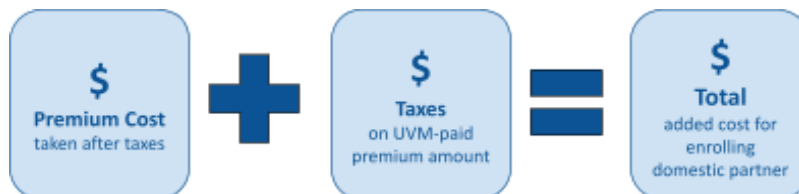
- As of the date of our first contract (May 20, 2022), as a member of the UVMSU bargaining unit you can now add your domestic partner and their children to your UVM health insurance plan.

Costs of Domestic Partner Health Insurance Benefit

- There are some costs that you might not expect when taking advantage of this new benefit, which include both:
 - **Added premium cost** to cover the addition of your domestic partner and/or their children, which is taken out of your paycheck *after* taxes are withheld (whereas your premium or a spouse's premium would be taken out pre-tax), **AND**
 - **Federal and state taxes on the amount UVM pays in premiums** for your domestic partner and/or their children's insurance.
- This means that if your domestic partner and/or their children do not qualify as your dependents for tax purposes, **UVM's contribution to their health insurance premiums will be additional taxable income (beyond your salary) and you will have taxes withheld on this amount.**
 - You can estimate this amount using the total health care costs ([2022](#) | [2023](#)) and employee premium contributions ([2022](#) | [2023](#)) posted on the [UVM benefits webpage](#).
- We also recommend **checking your withholding** using the [IRS Withholding Estimator](#) (or working with a tax or financial professional) to update your W-4 as needed to make sure you are planning for this additional tax burden.
 - You can update your W-4 by logging in to the [PeopleSoft Human Resources portal](#) and navigate to UVM Employee > Payroll & Tax > Tax Withholding.

Example – Addition of Domestic Partner to Health Insurance Plan

- John added his domestic partner, Jane, to his health insurance (employee + domestic partner plan).
- By adding his domestic partner to his UVM health insurance plan, John was able to help Jane access substantially better health care coverage and reduce her out-of-pocket health care costs.
- **However:** John was surprised to learn about the additional tax burden associated with this arrangement:
 - John now contributes an additional **\$64** per paycheck for Jane's share of their two-person plan – this was the cost that John expected.
 - Because Jane is a non-dependent domestic partner, John also has to pay taxes on the amount that UVM pays for Jane's insurance (**\$378** per paycheck).
 - This increases John's gross taxable income by **\$378** per paycheck, which results in **\$133** per paycheck of additional tax withholding for John.
 - In total, John pays **\$64 (premium) + \$133 (taxes withheld) = \$197 per paycheck** for Jane's insurance, which is equivalent to **\$394 per month** or **\$4728 per year**. *These numbers are specific to John and Jane's circumstances and will vary depending on your income and plan selection.*



- For John and Jane, this is the right choice because it is a priority for them for Jane to have high quality health insurance coverage, **but it has had significant financial implications for them that they did not expect.** ****Note: UVM HR will not necessarily inform you about these costs.****

Stipend for Declining UVM's Health Insurance Plan

See Articles 40.12-40.16 (pg. 46) of the current [UVMSU contract](#) for more detail.

- UVM offers a stipend of **\$1,000 per year** (prorated) to full-time employees who opt not to enroll in UVM's health insurance plan and are covered by a non-UVM plan.
- In our contract, we won expanded eligibility for this benefit! Currently, the \$1,000 stipend is *not available* if either of the following is true:
 - The employee is covered as a dependent on a UVM Health Plan; or
 - The employee or their dependents are on COBRA.
- Unlike before our contract, **you are no longer excluded from this benefit if:**
 - You or your dependents have Medicare or Medicaid coverage;
 - You or your dependents have an individual health insurance plan; or
 - You are employed by and have health coverage through UVM Medical Center.
- **You must fill out "Waiver of Medical Coverage" [form](#) annually to let UVM know you are electing to waive their health insurance and that you are eligible for the stipend.** *As of 4:00pm Nov. 4, 2022, the form is not currently active on UVM's website as they update it to reflect our expanded eligibility.*

This is only a snapshot of some of the benefits you are entitled to as a UVM employee and as a part of the UVM Staff United bargaining unit. Get to know [our contract](#) for more, and contact your [Area Steward](#) or a Union Advocate if you have any questions!

