



## How Layoff Impacts Your Benefits (if eligible to retire)

Below is a summary of how your benefits are affected by **permanent layoff**. This summary applies to you only if your employment ends **due to layoff and** you are:

- At least 55 years old (50 years old if covered by the Protective WRS category); and
- Vested\* in the Wisconsin Retirement System (WRS)

\*You are vested in the WRS if you:

- Have WRS creditable service prior to July 1, 2011; or
- Were first covered by the WRS on July 1, 2011 or later and have at least 5 years of WRS creditable service.

The information below does not apply to employees who have terminated because of a non-renewal of an academic staff contract.

You will be mailed a continuation notice that outlines your continuation or conversion rights for the benefit plans you were enrolled in at the time of layoff. If you have questions, contact UW-Shared Services, Service Operations at [serviceoperations@support.wisconsin.edu](mailto:serviceoperations@support.wisconsin.edu) or (888) 298-0141.

<p><b>Employee Assistance Program (EAP)</b></p>	<p>The EAP provides you and members of your household with confidential resources to address personal concerns and legal/financial situations. Services are provided at no cost to you and members of your household for 12 months following your layoff. Review the <a href="#">EAP web page</a> for additional information.</p>
<p><b>State Group Health Insurance</b></p> <p><b>Uniform Dental Insurance</b></p>	<p>When your employment ends due to layoff, your health insurance coverage ends the last day of the month in which your employment terminates (if the premium is paid). You may then be eligible for up to three months of the employer contribution towards your health insurance premium.</p> <p>Employees on an unpaid leave of absence (which includes a consecutive day furlough) immediately prior to layoff who have not met the return to work requirements as outlined in <a href="#">Wis. Stat. § 40.02 (40)</a>* are not eligible for an additional three months of employer contribution towards health insurance. Employees may receive up to three months of employer contribution towards health insurance when on an unpaid leave, consecutive day furlough, or layoff.</p> <p>*The return to work requirements in <a href="#">Wis. Stat. § 40.02 (40)</a> state that in order for an unpaid leave of absence to be deemed ended, the employee must return to active performance for 30 consecutive days for at least 50 percent of the employee’s normal work time.</p> <p>Your retirement date can be the day after your termination, but your remaining sick leave will not be certified until after the three months of employer contribution towards your health insurance is used, if eligible.</p> <p>You are required to pay the employee portion of the health insurance premium for the three months (if eligible). You can pay through pre-tax payroll deduction from your final paychecks, by personal check or credit card, or with accumulated sick leave under the Sick Leave Credit Conversion Program. Complete a <a href="#">Health Insurance Premium Payment at Layoff (UWS 40)</a> form <b>before your layoff</b> to indicate how you will pay for the three months of coverage.</p> <p><b>If you take an immediate WRS annuity (or lump-sum payment),</b> you are eligible to continue health insurance <b>for life</b> by paying the premium with accumulated sick leave (see the Use Sick Leave Credits section below). Once all your accumulated sick leave is used, you must pay the total premium either from your WRS annuity or by personal payment.</p>

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	<p>If you do <b>NOT</b> take an immediate WRS annuity (or lump-sum payment), you can use your accumulated sick leave to pay your health insurance premium for a <b>limited time</b> (See the Use Sick Leave Credits section below).</p> <p>After all accumulated sick leave has been used, you may continue health insurance coverage for a length of time that depends on your years of service.</p> <ul style="list-style-type: none"> <li>• If you have <b>less than 20 years of WRS creditable service</b>, you may continue coverage for <b>36 months</b> by paying the total premium.</li> <li>• If you have <b>at least 20 years of WRS creditable service</b>, you may continue coverage <b>indefinitely</b> by paying the total premium.</li> </ul> <p>If you are enrolled in a High Deductible Health Plan (HDHP), you are required to remain enrolled in the Health Savings Account (HSA). See HSA section below for more information.</p> <p>If your employment ends due to layoff and you are receiving the Health Insurance Opt-Out Incentive, your incentive payment ends at the end of the month in which your employment ends.</p>
<p><b>Preventive Dental Insurance</b></p> <p><b>Supplemental Dental Insurance</b></p>	<p>Coverage ends the last day of the month in which your employment terminates.</p> <p>You may continue coverage by submitting a continuation notice and application to the dental insurance carrier within 60 days of the coverage end date or the receipt of your continuation notice, whichever is later.</p> <ul style="list-style-type: none"> <li>• If you take an <b>immediate WRS annuity</b> (or lump sum payment), you may continue coverage <b>indefinitely</b>. You will pay a slightly higher premium than you did as an active employee.</li> <li>• If you have <b>at least 20 years of WRS creditable service and you do not take an immediate WRS annuity</b>, you may continue coverage <b>indefinitely</b>.</li> <li>• If you <b>do not have at least 20 years of WRS creditable service and you do not take an immediate WRS annuity</b>, you may continue coverage for <b>up to 18 months</b>.</li> </ul>
<p><b>Vision Insurance</b></p>	<p>Coverage ends the last day of the month in which your employment terminates.</p> <p>You may continue coverage by submitting a continuation notice and application to the vision insurance carrier within 60 days of the coverage end date or the receipt of continuation notice, whichever is later.</p> <ul style="list-style-type: none"> <li>• If you take an <b>immediate WRS annuity</b>, you may continue coverage indefinitely.</li> <li>• If you <b>do not take an immediate WRS annuity</b>, you may continue coverage for up to 18 months.</li> </ul>
<p><b>State Group Life Insurance</b></p>	<p>Coverage ends the last day of the month in which your employment terminates (if the premium is paid).</p> <p>You may continue coverage <b>indefinitely</b> if you:</p> <ul style="list-style-type: none"> <li>• Have at least one month of life insurance coverage in each of five calendar years after 1989; OR</li> <li>• Were covered under the WRS prior to 1990 (without taking a separation benefit for this period of service).</li> </ul> <p><b>If you take an immediate WRS annuity</b> and meet one of the eligibility criteria above, your coverage will automatically continue. The Universities of Wisconsin will certify your coverage</p>



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	<p>level to the Department of Employee Trust Funds (ETF) and premiums will automatically be deducted from your retirement annuity until age 65.</p> <p><b>If you do NOT take an immediate WRS annuity</b> and meet one of the eligibility criteria above, you are eligible to continue coverage by submitting a <i>continuation</i> application directly to ETF within 31 days of your coverage end date.</p> <p>If you are not eligible to continue coverage, you may be eligible to convert coverage to an individual policy by submitting a <i>conversion</i> application and first month's premium directly to the insurance plan carrier within 31 days of the coverage end date.</p> <p>If you have Spouse &amp; Dependent coverage, they may be eligible to convert coverage to an individual policy by submitting a <i>conversion</i> application and first month's premium directly to the insurance plan carrier within 31 days of the coverage end date.</p>
<b>Individual &amp; Family Life Insurance</b>	<p>Coverage ends the last day of the month in which your employment terminates.</p> <p>You may <i>convert</i> your coverage to an individual policy by submitting a conversion application and first month's premium directly to the insurance plan carrier within 31 days of your coverage end date.</p>
<b>Accidental Death &amp; Dismemberment (AD&amp;D) Insurance</b>	<p>Coverage ends the last day of the month in which your employment terminates.</p> <p><b>If you take an immediate WRS annuity</b>, you may continue coverage indefinitely as a retiree by submitting a continuation application and payment directly to the plan broker, Hausmann Group, no later than 60 days after your coverage end date. Coverage decreases on a sliding scale beginning at age 70.</p> <p><b>If you do NOT take an immediate WRS annuity</b>, you may convert your coverage to an individual policy by contacting the plan carrier (Zurich American Insurance Company) at (888) 634-6780 within 60 days of your coverage end date (select Option 2, leave your name, address and reference Universities of Wisconsin Policy # GTU-8364005).</p>
<b>Accident Insurance</b>	<p>Coverage ends the last day of the month in which your employment terminates.</p> <p>You may continue coverage by submitting a portability form and first month's premium payment to the insurance plan carrier within 31 days of the date you are notified of your continuation rights or the date coverage ends, whichever is later. If you have attained age 70, were not actively at work due to sickness or injury on the date immediately prior to your portability date, you are not eligible to continue coverage.</p> <p>When you are laid off, you will receive a continuation notice and portability application from the insurance plan carrier that outlines your continuation rights. For additional information, contact the insurance plan carrier at (866) 295-8690 or <a href="mailto:madisonbranch@securian.com">madisonbranch@securian.com</a>.</p>
<b>Income Continuation Insurance (ICI)</b>	<p>Coverage ends on the date your employment terminates.</p>

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<p><b>Flexible Spending Account</b> (Health Care FSA and Dependent Day Care)</p>	<p><b>Health Care FSA:</b> Coverage ends the last day of the month in which your employment ends due to layoff. You may continue coverage through COBRA by submitting a continuation application to ETF within 60 days of the coverage end date or the receipt of continuation notice, whichever is later. If you continue coverage:</p> <ul style="list-style-type: none"> <li>• you will make after-tax contributions to ETF directly.</li> <li>• you may incur expenses through the last day of the month in which your final contribution is made to ETF or December 31, whichever is earlier.</li> <li>• you may be eligible to carry over up to the allowed carryover limit to the following plan year if the balance in your Health Care FSA is equal to or greater than \$50 on March 31 of the following plan year. Any unused funds in the carryover year will be forfeited.</li> </ul> <p>If you only have carryover FSA funds from a prior plan year and did not participate in the current plan year, your coverage ends on your layoff date. Any expenses incurred after your layoff date will not be reimbursed.</p> <p><b>Dependent Day Care:</b> Upon the end of your employment, you cannot continue dependent day care contributions. You can continue to request reimbursement for eligible expenses until you exhaust your account or until the end of the plan year, whichever comes first.</p>
<p><b>Health Savings Account (HSA)</b> <i>(applicable only if enrolled in High Deductible Health Plan)</i></p>	<p>You must remain enrolled in the HSA if you continue your State Group Health Insurance High Deductible Health Plan (HDHP) after layoff. You may continue to contribute to your HSA; however, not through payroll deduction. You must work directly with the HSA administrator to make your contributions on a post-tax basis. You may not continue to contribute to your HSA if you do not remain enrolled in the HDHP or are enrolled in any other non-HDHP (including Medicare). After your layoff, you will continue to receive the HSA employer contribution for up to three months if you continue your HDHP (if eligible for the three months of health insurance with the employer contribution). After the employer contribution ends, you will then be responsible for a monthly administration fee which will be automatically deducted from your account. If your account reaches a zero balance and there are no additional deposits, your HSA will automatically be closed after 13 months. Once you turn 65, you can continue to use your account tax-free for qualified medical, dental, and vision expenses.</p>

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<p><b>Wisconsin Retirement System (WRS)</b></p>	<p>You have two options regarding your WRS account:</p> <ul style="list-style-type: none"> <li>• Begin receiving a WRS retirement benefit effective the day after you terminate employment (if eligible). This is an immediate annuity (or lump-sum retirement benefit); OR</li> <li>• Postpone your WRS retirement benefits and leave your account with the WRS to continue to accumulate interest.</li> </ul> <p>It is usually more advantageous to begin your annuity (or receive your lump-sum retirement benefit, if eligible) <b>immediately</b> following termination. If you delay applying for your WRS retirement benefit, it may affect your ability to continue some insurance benefits.</p> <p>If you die after you end employment but before you apply for your WRS retirement benefit, your beneficiaries will receive <i>half the total value</i> of your WRS account (employee contributions plus accumulated interest) upon death.</p> <p>Refer to <a href="#">Applying for Retirement</a> for more information. Request a retirement benefit estimate/application by contacting ETF at (877) 533-5020.</p>
<p><b>UW 403(b) Supplemental Retirement Program (SRP)</b></p>	<p>Contributions end automatically with your last paycheck.</p> <p>Contact your <a href="#">403(b) SRP recordkeeper</a> for information about your account and distribution options.</p>
<p><b>Wisconsin Deferred Compensation (WDC) 457 Program</b></p>	<p>Contributions will end automatically on your last paycheck.</p> <p>Contact <a href="#">Wisconsin Deferred Compensation</a> directly for information about your account and distribution options.</p>
<p><b>Accrued Leave Time</b> (Vacation, Paid Leave Bank, Personal Holidays, Compensatory Time)</p>	<p>Refer to your layoff letter to see if you are eligible to receive payment at layoff for any unused accrued leave. In some layoff situations, you may be required to use any accrued paid leave before your termination date, or it will be lost.</p> <p>If eligible, you will receive a lump-sum payment for accrued vacation and other leave time on your final paycheck or a separate check after your termination. Leave payouts are not WRS eligible pay.</p>
<p><b>Use Sick Leave Credits to Pay for Health Insurance Premiums During Layoff</b></p>	<p><b>If you take an immediate WRS annuity (or lump-sum payment):</b></p> <ul style="list-style-type: none"> <li>• Your sick leave hours will be converted to a dollar value by multiplying your current number of sick leave hours by your highest hourly rate of pay. The dollar value will be used to pay your health insurance premiums in retirement until exhausted.</li> <li>• If you have 15 years of adjusted continuous state service at layoff, you are eligible for supplemental sick leave credits based on years of service and employment category.</li> <li>• Once all your sick leave credits are used, you must pay the total premium either from your WRS annuity or by personal payment.</li> <li>• If you have comparable health insurance from another source, you may save your sick leave credits for use at a later date.</li> </ul> <p><b>If you do NOT take an immediate WRS annuity (or lump-sum payment):</b></p> <p>Your sick leave hours will be converted to a dollar value by multiplying your current number of sick leave hours by your highest hourly rate of pay. If you have 15 years of adjusted continuous state service at layoff, you are eligible for supplemental sick leave credits based</p>

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on years of service and employment category. Your health insurance premiums are paid from sick leave credits until the earliest of the following events:

- The credits are exhausted;
- The first of the month following the acceptance of other employment offering comparable health insurance coverage;
- Five years have elapsed from the date of layoff (no time restriction if you have at least 20 years of WRS creditable service); or
- Your death. Your insured surviving spouse and dependents can continue to use your remaining sick leave credits to pay for health insurance.

If you have at least 20 years of WRS service, you may continue to use sick leave credits until they are exhausted. If you have comparable health insurance from another source, you may save your sick leave credits for use at a later date.

If your sick leave hours are not converted to credits or you become ineligible to use your remaining credits, your sick leave hours will be lost unless you return to a sick-leave eligible job at the Universities of Wisconsin or a State Agency within your reinstatement period (five years for University Staff, three years for Faculty, Academic Staff and Limited appointees).

If you return within your reinstatement period, any remaining sick leave will be restored.

Sick leave credits are automatically certified with the Department of Employee Trust Funds (ETF) if you are eligible.

For more information review the [Sick Leave Credit Conversion Program Brochure \(ET-4132\)](#).

If you have questions about your layoff, reach out to your [benefits contact](#).

*Every effort has been made to ensure that this information is correct and current. The terms and conditions of Universities of Wisconsin benefits programs are established by state and federal laws and regulations, the relevant contracts, and the policies of the Board of Regents. These sources of authority have control over the information in this fact sheet to the extent there are any differences or conflicts.*

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