

Insurance Plans

Foothills currently participates in Unitarian Universalist Association (UUA) health, long-term disability (LTD) and life/accidental death and dismemberment (Life/AD&D) Insurance Plans. These plans can be found on the [UUA](https://www.uua.org/finance/compensation/health/eligibility) website:

<https://www.uua.org/finance/compensation/health/eligibility> and here

<https://www.uua.org/finance/compensation/health/premiums>.

We offer multiple plans. Foothills will pay the cost of the High Deductible PPO Silver Level Plan. This benefit can be paid toward any plan that the employee chooses. In the event that an employee enrolls in an insurance plan that cost less than the High Deductible PPO Silver Level Plan, no additional wages will be paid out. The benefit will equal the lesser of the Silver Plan or another plan's cost.

Foothills pays 100% of the cost of this coverage for employees working 30 to 40 hours per week (or .75 to 1 Full Time Equivalent, or FTE).

Employees who work 20-20 hours per week (or 1000+ hours in a year) are eligible to have 50% of the cost of the High Deductible PPO Silver Level Plan paid after 12 months of employment. If a part-time employee is not actively enrolled in a plan with the UUA at the time of qualifications must wait until open enrollment to enter the plan, and no additional wages will be paid out for the time between the date of qualification and date of enrollment.

Employees working 15 to 29 hours per week (or .36 to .73 FTE) qualify for coverage through the [UUA](https://www.uua.org/finance/compensation/health/eligibility) plans at their own expense. Family members may be added to health or life insurance at employee's expense.

Long term disability insurance is available only to the employee.

Any eligible employee may elect not to receive health insurance benefits, but such employee's compensation will not be increased as a result.

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