

Perk Up!

Exploring Perks, Benefits, Opportunities, and Discounts available to UWL Employees

DISCLAIMER:

This packet gives a general overview of *some* of the perks, benefits, opportunities, and discounts available to UWL employees during the 2016 Calendar Year. This packet does not claim to cover all perks, benefits, opportunities, and discounts; rather, it is intended to serve as a general guide to inform UWL employees about the large variety that are available to them.

Topics and categories cited may be subject to change, increases, changes in availability or coverage. They are all subject to changes by the Wisconsin State Legislature, Wisconsin Department of Employee Trust Funds, University of Wisconsin System Board of Regents, individual contractor and vendor relationships, executive, administrative, and campus governance policies.

Reference URLs have been provided on each page for the latest information about perks, benefits, and discounts; links were all live as of date of compilation (June 30, 2016). Review the cited links or QR codes for the latest updates.

Sick Leave

When can I use sick leave, and how is it earned?

- Can be used for medical, dental, or vision appointments for you or family members, for temporary care of a family member with illness or injury, or after the death of a family member.
- Full-time University Staff earn sick leave at 5 hours per bi-weekly pay period (130 hours/year, slightly over 15 days worth) annually
- Full-time Faculty & Academic Staff are given 176 hours (22 days) of initial entitlement during the first 18 months of employment, after which they earn 96 hours (12 days) of sick leave annually for 9- & 12-month employees.

What options do UWL employees have with sick leave upon terminating an employment relationship with UWL?

At termination, your sick leave hours are lost *unless*:

- You transfer to another State of Wisconsin Agency
- You have 20+ years of state service under the Wisconsin Retirement System (WRS), making you eligible to convert your sick leave to pay for health insurance in retirement
- You retire on an immediate annuity (or lump-sum retirement benefit) in which you are eligible to convert your sick leave to pay for health insurance in retirement
- You are laid off, in which you are eligible to convert your sick leave to pay health insurance premiums for up for 5 years
- You return to a leave-learning position within your reinstatement. Your sick leave balance will then be restored to you (returning within 5 years for University Staff employees, and returning within 3 years for Faculty and Academic Staff)

REFERENCE:

<https://www.wisconsin.edu/ohrwd/benefits/leave/sick>



Regular Vacation Leave

How does regular vacation accrual work?

University Staff Accrual

(accrues on a calendar-year basis, Jan 1 – Dec 31)

Years of Service	FLSA Non-Exempt	FLSA Exempt & Non-Exempt Supervisors
< 5	184 hours (13 days)	120 hours (15 days)
5 – 10	144 hours (18 days)	160 hours (20 days)
10 – 15	160 hours (20 days)	176 hours (22 days)
15 – 20	184 hours (23 days)	200 hours (25 days)
20 – 25	200 hours (25 days)	216 hours (27 days)
25+	216 hours (27 days)	216 hours (27 days)

Faculty and Academic Staff Accrual

(accrues on a fiscal-year basis, June 1 – June 30)

Years of Service	Hours (Days) Allocated Annually
< 5	104 hours (13 days)
5+	176 hours (22 days)

Craftworker vacation accrual: (after completing of 6 months of service)

100 hours (12½ days)	Default vacation leave allowance
140 hours (17½ days)	If elected by employee, along with an adjustment to their prevailing wage rate
180 hours (22½ days)	If elected by employee, along with an adjustment to their prevailing wage rate

REFERENCE:

<https://www.wisconsin.edu/ohrwd/benefits/leave/vacation/>



Vacation Leave Banking and Vacation Cash Payout

How does vacation leave banking and vacation cash payout work?

- University Staff vacation leave banking allowance:
(only if individual has <160 hours of vacation and has accrued at least 520 hours of sick leave)

Years of Service as University Staff	University Staff who are FLSA Non-Exempt (generally, hourly workers)	University Staff who are FLSA Exempt & Non-Exempt Supervisors (generally, salaried workers)
< 5	0 hours	0 hours
5 – 10	0 hours	40 hours (5 days)
10 – 15	40 hours (5 days)	40 hours (5 days)
15 – 20	40 hours (5 days)	80 hours (10 days)
20 – 25	80 hours (10 days)	120 hours (15 days)
25+	120 hours (15 days)	120 hours (15 days)

- University Staff can receive a portion of their eligible banking amount as a cash payout once 200 or more hours of vacation are earned.

FLSA Exempt: Can begin in 16th year of employment

Non-FLSA Exempt: Can begin in 21st year of employment

- Craftworkers cannot bank leave or request vacation cash payout.
- Faculty and Academic Staff have an **Annual Leave Reserve Account (ALRA)** to bank unused vacation for use at a later date. They may not request a vacation cash payout.

Faculty / Academic Staff Years of Service	Hours that can be placed in ALRA
<10 years	0 hours
10 – 25 years	40 hours
25+ years	80 hours

REFERENCE:

<https://www.wisconsin.edu/ohrwd/benefits/leave/vacation/>



Personal Holidays

What are Personal Holidays, and how are they allocated?

- **36 hours (4.5 days)** of **personal holiday** hours are granted per calendar year (pro-rated if part-time) to some UWL employees.
- Personal holidays must be used in the calendar year given, they cannot be rolled over.
- Personal holidays are not allocated to Faculty or Academic Staff who are on annual academic year (9-month) contracts or Craftworkers.

REFERENCE:

<https://www.wisconsin.edu/ohrwd/benefits/leave/ph>



Legal Holidays

What are Legal Holidays, and how are they allocated / observed?

- **UWL employees receive 9 paid legal holidays annually.**
- If the legal holidays of Jan 1, July 4, or Dec 25 fall on a Sunday, the legal holiday is observed and UWL is closed that Monday.
- If the legal holidays of Dec 24 or Dec 31 fall on a Sunday, or any legal holiday falls on a Saturday, you will be given a floating legal holiday (to be used by the end of the calendar year), or if a legal holiday falls on a regularly scheduled day off.
- To be eligible for a legal holiday, you must be eligible for sick leave, actively employed by UWL on the legal holiday, and one of the following: paid for the work day immediately before or after, working on the legal holiday, or be on an approved military leave of absence.
- The legal holidays observed are: **New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve.**

REFERENCE:

<https://www.wisconsin.edu/ohrwd/benefits/leave/holidays>



Family and Medical Leave (WFMLA & FMLA)

When am I eligible for Family and Medical Leave?

- Under the **Wisconsin Family & Medical Leave Act**, you must have worked for the State of Wisconsin for at least 52 consecutive weeks and 1,000 hours (about 25 full-time weeks worth) during the preceding 52-week period. Paid leave used counts towards the 1,000 hours.
- Under the **Family Medical Leave Act**, you must have worked for the State of Wisconsin for at least 12 months (doesn't need to be consecutively) and 1,250 hours (nearly a 32 full-time week equivalent) during the preceding 52-week period. Only actual hours worked (not paid leave) counts towards the 1,250 hour threshold to qualify.
- Both WFMLA and FMLA require authorization and completion of forms in Human Resources to confirm your eligibility (determined by considering all hours worked and to be worked up to your first day of leave) Talk to your HR office to make sure you complete the correct form(s).
- If qualified under WFMLA, up to 6 weeks of job-protected unpaid leave can be taken in a calendar year for the birth or adoption of a child, and up to 2 weeks of leave in a calendar year for the care of a child, spouse, parent, domestic partner, or parent of a domestic partner with a serious health condition, and for one's own serious health condition.
- If qualified under FMLA, up to 12 weeks of job-protected unpaid leave can be taken in a calendar year for "incapacity due to pregnancy, prenatal medical care, or child birth; to care for your child after birth, or placement for adoption or foster care; to care for an employee's spouse, son, daughter, or parent who has a serious health condition; or for a serious health condition that makes the employee unable to perform their job.
- Both types of leave do not require leave be used in one block; leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave so as to not unduly disrupt operations.

REFERENCES:

http://dwd.wisconsin.gov/er/family_and_medical_leave/default.htm

<http://www.dol.gov/whd/regs/compliance/posters/fmlaen.pdf>



Miscellaneous Leave Types

- **Military Leave**

Annual 30-day military leave benefit if in the Military Reserves, 4-year benefit if called to Active Duty from the Military Reserves.

- **Catastrophic Leave (and Donation)**

For eligible employees who have exhausted their sick leave, other employees can donate banked leave, vacation, or personal floating holidays to the individual who has exhausted their sick leave.

- **Bone Marrow & Human Organ Donation Leave**

Employees who earn sick leave are eligible for a paid leave of absence who serve as a bone marrow or human organ donator. Must submit an intent to donate form with HR.

- Up to **5** work days off with pay for Bone Marrow Donation
- Up to **30** work days off with pay for Human Organ Donation

- **Funeral Leave**

Up to 3 days of sick leave can be used for the death of an immediate family member (spouse, parent, child, sibling, grandparent, grandchild). **An additional 4 days of sick leave may be used for travel time related to a funeral or other circumstances.** Institutions can approve reasonable requests for additional time off or use of additional sick leave on a case-by-case basis, or use regular paid leave instead of sick leave.

- **Voting Leave**

If unable to vote during non-working hours, employees who earn sick leave are eligible for **up to 3 hours of leave with pay** to vote during your regular working hours.

- **Jury Duty Leave**

Employees are entitled to leave with pay when summoned for jury duty. While on jury duty employees receive their regular salary in addition to jury pay. When not on a panel and only on call, employees should report back to work unless authorized to be absent.

- **Election Official Leave**

Employees who serve as an election official for public elections under authority of a municipal clerk may serve without loss of pay for scheduled work hours on election day, provided they request leave at least 7 days prior to the election. If state pay is elected, the pay earned as an election official will be deducted from the UW pay. If using paid leave on Election Day, pay earned will not be deducted from UW pay.

- **Faculty Sabbatical Leave**

An eligible Faculty member must have completed 6 or more years of full-time instructional service (or equivalent) and not have taken a sabbatical within the UW System during the previous 6 years. Preference shall be given to those making significant contributions to teaching and who have not had a leave of absence, regardless of source of funding, in the past four years. Sabbaticals will not be awarded to faculty members who do not plan to return for at least one academic year of service after the termination of the sabbatical. 2 types: Academic year – receive up to 65% of his/her full compensation for that period, and Semester – receive up to a maximum of his/her full compensation for that period. A formal call for faculty sabbatical proposals for the academic year 18 months hence will be announced by the Chancellor in March of each year.

REFERENCE:

<https://www.wisconsin.edu/ohrwd/benefits/leave>



Medical Insurance Options

What sort of Health Insurance options are available in 2016-2017?

<p>"It's Your Choice" (HMO/PPO) Health Plan Gundersen Health or Mayo Health System</p> <p><u>Monthly Premium:</u> \$86/single \$217/family</p> <p>\$1,250 Out-of-Pocket Limit (individual) \$2,500 Out-of-Pocket Limit (family) (separate medical and prescription out-of-pocket limits)</p>	<p>"Access" (Standard) Health Plan</p> <p><u>Monthly Premium:</u> \$250/single \$624/family</p> <p>\$1,000 Out-of-Pocket Limit (individual) \$2,000 Out-of-Pocket Limit (family) (separate medical and prescription out-of-pocket limits)</p>
<p>"It's Your Choice" (HMO/PPO) High-Deductible Health Plan Gundersen Health or Mayo Health System</p> <p><u>Monthly Premium:</u> \$32/single \$81/family</p> <p>\$2,500 Out-of-Pocket Limit (individual) \$5,000 Out-of-Pocket Limit (family)</p>	<p>"Access" (Standard) High-Deductible Health Plan</p> <p><u>Monthly Premium:</u> \$199/single \$496/family</p> <p>\$3,500 Out-of-Pocket Limit (individual) \$7,000 Out-of-Pocket Limit (family)</p>

- New to this year is that High Deductible plans have additional financial support (UWL contributes \$750 annually for an individual, and \$1,500 for family coverage) for University Staff, Faculty, and Academic Staff. For those who require few health care services, it is a substantial incentive to consider an HDHP plan.
- You can get information about General Pharmacy Benefit Information at the Navitus Web Portal.
- Those who are enrolled in a Non-High Deductible Health Plan should separate their medical out-of-pocket costs from their prescription out-of-pocket costs, which both have their own maximums.
- Optional Tax-Exempt FSA available for regularly expected costs (drugs, childcare, etc.)
- Starting in 2016, If you decide to opt out of Health Insurance Coverage (if you are not <25 and had enrolled in 2015) and covered by other insurance (such as a non-State of WI spouse), you may be eligible for an annual \$2,000 "opt-out" incentive.
- Check ETF (Wisconsin Department of Employee Trust Funds) or your UWL's HR Department for details. Other supplemental insurance options, including dental, optical, life insurance, AD&D, and long term care are also available.

REFERENCES:

<https://www.wisconsin.edu/ohrwd/benefits/med> (Main Medical Benefit Summary)

http://www.etf.wi.gov/faq/health_ins_2016.htm (General FAQs)

<https://members.navitus.com> (Pharmacy Benefits)



Total Compensation

- **Health Insurance – This is a substantial portion of your compensation, especially for those who elect family coverage.**

- Family Coverage for a premium “Standard Plan” is nearly **\$32,000** for UWL and **\$13,000** in employee contribution.
- Family Coverage for an “It’s Your Choice” non-HDHP plan is nearly **\$20,000** for UWL and about **\$2,600** in employee contribution.
- Single Coverage for an “It’s Your Choice” non-HDHP plan is nearly **\$8,000** for UWL vs about **\$1,000** in employee contribution.

In most cases, UWL ends up paying anywhere from 60% - 90% of the costs of an employee’s health insurance – a significant benefit!

- **Pension Contribution is also a substantial portion of your compensation. The State of Wisconsin has a pension plan that is considered fully funded, unlike many state pension systems.**

- Pension Contributions – eligible UWL employees contribute 6.6% of their salary/wages towards their pension, which are then matched at 6.6% (except for those in Protective Services, such as Campus Police, which receive a higher employer contribution rate of 9.40%) by UWL. **This is a total pension investment of 13.2% of annual salary/wages for non-protective services (16% for protective services) employees that goes into each full-time pension account annually.**
- **The State of Wisconsin pension system serves 166,000 retirees and 260,000 active workers, and is one of only two state pension systems in the nation that are fully funded**, according to the ratio of the Wisconsin Employee Trust Fund’s assets to liabilities (based on 2012-2013 data).
- According to a Pew Research Study, 34 state-run plans were below the 80% funding threshold that experts say is the minimum to reasonably assure benefit levels promised. Compare Wisconsin to Illinois - *who is among the lowest funded among states with only 45% of their funding obligations fully funded.* **Unlike many state pension systems, Wisconsin’s 100% funded pension system can be currently relied upon to honor its pension promises to participating members.**

REFERENCES:

<https://www.wisconsin.edu/ohrwd/benefits/totalcomp> (Total Compensation Calculator)

http://www.pewtrusts.org/~media/Assets/2015/07/PewStates_StatePensionDebtBrief_Final.pdf (Pension Status)



Library Borrowing Privileges

What sort of borrowing privileges do UWL Employees have?

Books and Media Borrowing Privileges

Media Type	UWL Faculty and Staff	Compared to Undergrads
Non-Reference Books	1 semester up to 4 renewals	28 days 2 renewals
Multimedia (discs, tapes, etc.)	14 days 2 renewals	7 days 1 renewal
Current (unbound) Periodicals	7 days (faculty / instructors only)	N/A
UW System Resource Sharing	1 semester	28 days
Interlibrary Loan (via <i>ILLiad</i>)	typically 30 days (renewal possible if not overdue)	Typically 30 days (renewal possible if not overdue)
Course Reserves (Textbook Rental, etc.)	Upon Request (faculty / instructors only)	N/A

Equipment Borrowing Privileges (refer students to these also!)

Item	Loan Period	Renewable?
Laptop	4 hours (in-library only)	No
iPad	4 hours	No
Flip camera (1080p)	1 day	Yes (1 renewal)
Xbox 360 game console	1 day	Yes (1 renewal)
Headphones	3 hours (in-library only)	No
Trackball mouse w/scroll ring	3 hours (in-library only)	No
Graphing calculator	3 hours (in-library only)	No
Combination keyboard	3 hours (in-library only)	No
Large-print keyboard	3 hours (in-library only)	No
Kill-a-Watt Meter	7 days	No

REFERENCES:

<https://www.uwlax.edu/MurphyLibrary/Services/Borrowing/Murphy-materials/>
<https://www.uwlax.edu/MurphyLibrary/Services/Borrowing/Murphy-equipment/>
<https://www.uwlax.edu/MurphyLibrary/Services/Borrowing/Interlibrary-loan/>



Campus Child Care Center

What services does the Campus Child Care Center offer?

- Primary mission is to serve students, also serving faculty and staff also.
- Extremely convenient service for those who require childcare services during the hours of service workday.
- A semester-long contract must be signed to establish normal hours of care.
- There is usually a waiting list.
- Drop-in care is something available, but forms must be completed, a 24-hour notice requested, space must be available before care can begin, and drop-in clients will pay the highest rate charged.
- An additional charge of \$5.00 per 5 minutes is made for every 5 minutes after closing time for which the parent/guardian is late in picking up the child.

Service	UWL Faculty & Staff	Compare to Full-Time Student Rates
Toddler Room (1 – 2 years old)	\$30.00 Morning \$30.00 Afternoon \$39.95 Full Day	\$24.75 Morning Session \$24.75 Afternoon Session \$33.00 Full-day Rate
Children (ages 2 – 12)	\$7.30/hour (\$36.45 Full-Day Rate over 5 hours)	\$5.35/hour \$26.75/day Full-Day Rate (anything over 5 hours)

REFERENCE:

<http://www.uwlax.edu/campus-child-center>



Campus Bookstore & Campus Dining and Catering

Campus Bookstore :

- Operated by the Follett Higher Education Group
- Currently located in the basement of Cartwright Center
- Manages textbook rental
- Manages textbook sales (Graduate Students)
- Sells licensed UWL apparel
- Sells gifts, snacks, OTC medications, equipment, office supplies, etc. unavailable elsewhere on campus
- Rents / sells caps, gowns, hoods, robes to students (and faculty)
- Online store available at <http://www.bkstr.com/wisconsin-lacrossestore/home>

Campus Dining and Catering:

- Operated by Chartwells Dining Services
- Two cafeteria-style dining locations to serve you:
Cartwright Center (eventually moving operations to the new Student Center) & Whitney Center
- Three café locations to serve you:
 1. “Cyber Café” – Main Floor, Cartwright Center
Einstein’s Bagels & Red Mango
 2. “Murphy’s Mug” – Main Floor, Murphy Library
Peet’s Coffee & On the Go items
 3. “We Proudly Serve Starbucks Kiosk”, Main Floor
Starbucks Coffee & On the Go items, Centennial Hall
- Also caters meals and refreshments for special occasions, conferences, and events.
- More information available at <http://dineoncampus.com/uwlacrosse>

REFERENCES:

<http://www.uwlax.edu/bookstore>

<http://www.dineoncampus.com/uwlacrosse/>



Campus Parking & Transportation Options

Campus Parking:

- Operated by Campus Parking & Transportation Services
- Permits can be paid annually or by semester (pre-tax) or by the day (“day passes”) for visitors or on a temporary basis
- Can also utilize Pay-by-phone at any UWL pay station via the *PassportParking* app / site (for temporary daily parking)
- Commuter rates are as follows as of 2015-2016 (same price whether a lot or ramp is selected):

Service	UWL Faculty & Staff	Other Notes
Annual	\$194.00 annually	Guest Passes run \$3 a half day (7am-noon or noon-7pm) \$5 a full day (7am – 7pm) Overnight Lots \$5 a night, max 7 days
Semester	\$137.00 fall or spring semester	\$66 summer term only \$41 winter term only

Hourly Vehicle Transportation:

- Enterprise CarShare is an hourly on-campus vehicle rental; there are annual membership fees ranging from \$1 to \$50 annually (depending on Enterprise’s promotions), where one may rent vehicles by the hour for \$5 to \$7.50, all-inclusive of fuel, liability insurance coverage, and damage waiver.)
- More information available at enterprisecarshare.com

Daily Vehicle Rental:

- UW System has discount agreements and contract terms with Enterprise, National, & Hertz for your business travels. All drivers must be authorized by UW Risk Management prior to renting.
- The Big Ten Contract with Enterprise and National is the primary contract for UW business. Select the Big Ten contract when the driver is an employee, graduate student, guest or contractor. This contract cannot be used by non-graduate students and all drivers must be at least 21 years of age. This contract allows for personal use.
- Details (*requires NetID Login*) are available at <https://uw.foxworldtravel.com/policies-and-procedures/> and look for the “Car Rentals” under the Procedures and Operational Standards section.

REFERENCES

<https://www.uwlax.edu/parking/>
<https://www.uwlax.edu/Parking/Car-share/>
<https://uw.foxworldtravel.com/policies-and-procedures/>



Annual Unlimited Bus Pass (UPASS)

- **UWL** offers Faculty and Staff the opportunity to purchase a La Crosse MTU UPASS / “Flash Pass” good from September 1 through August 31 for unlimited access to any MTU bus anytime and anywhere MTU operates.
- As of the September 1, 2015 – August 31, 2016 academic year, faculty and staff bus passes are **\$75** annually.
- Assuming a standard one-way Adult Fare of \$1.50, that means a UWL employee can obtain unlimited bus rides for the equivalent of 50 full-priced one-way rides (25 round-trip, full-priced rides) annually!

Transit Product	Product Cost	Monthly cost?	Annual cost? (assumes 10 trips weekly for 48 weeks)
UWL Faculty & Staff Bus Pass	\$75.00	One-time expense of \$75.00	\$75 (nearly 90% savings over standard fare)
<u>COMPARE TO:</u> Monthly Unlimited Pass (Standard Adult Fare)	\$35.00	\$35.00	\$420
<u>COMPARE TO</u> Weekly 10-pack of tokens (Standard Adult Fare)	\$14.50	\$58.00 (for 4 weeks)	\$648
<u>COMPARE TO</u> Weekly Cash fare (Standard Adult Fare)	\$15.00	\$60.00 (for 4 weeks)	\$720

REFERENCES:

<https://www.uwlax.edu/u-pass>
<http://www.cityoflacrosse.org/mtu>



WISC Software Catalog

The **WISC Software Catalog** offers dozens of academic licensed software at low cost, often less than half the cost of a standard home or commercial license. If you want to explore the same software that professionals use at a lower price for personal and academic (non-commercial) use, it's a fantastic privilege to take advantage of.

The following is just a sample of just some of the software available, some with free 14-day to 30-day trials:

Product	Description	WISC Academic Price	VS. MSRP Standard License
Microsoft Office 365 University includes: 1TB Online Storage via OneDrive; 60 monthly Skype minutes; Access to: Word, Excel, PowerPoint, OneNote, Outlook, Publisher, and Access.	Productivity and Office Suite	\$78.99 (4-year license)	\$399.99 (MS Office Professional has similar features)
Design Science MathType Academic v6.7 (Mac) or v6.9 (Win) includes plug-in for Microsoft Office	Mathematical equation builder	\$53.95	\$97.00
Filemaker Pro v14	Database application	\$73.38	\$329.00
Adobe Photoshop & Premiere Elements v14 Bundle	Photo and video editing software	\$78.00	\$149.95
QuarkXPress 2015	Traditional & Digital Publishing	\$130.00	\$849.00

Product	Description	WISC Academic Price	VS. MSRP Standard License
Dragon Naturally Speaking Premium 13 Student/Teacher includes: Noise-cancelling headset microphone	Computer dictation, voice command & recognition	\$95.99	\$599.99
TechSmith Camtasia Studio v8	Screen Recording & Visual Editing	\$177.00	\$299.00
Sony Vegas Pro v13 includes: DVD Architect Pro 6 and Dolby Digital Professional Encoder, plug-ins	Video Editing	\$239.00	\$399.00
Sony ACID Pro 7	Digital audio workstation, music tracking and sequencing	\$73.95	\$149.95
Parallels Desktop Standard v11 for Mac	Run other operating systems (Windows/Linux)	\$73.95	\$149.95

REFERENCE:

<http://wiscsoftware.wisc.edu/wisc/>



Rec Sports Memberships

- **UWL** offers Faculty and Staff (including emeriti and spouses the opportunity to utilize the facilities of the Rec Sports Department (normally eligible only to tuition-paying students). Memberships are competitively priced with many other gym memberships, and offers unique features other fitness memberships don't provide:
- Access to everything in the REC Strength Center, including:
 - Cardiovascular and strength equipment, 200 meter track, basketball courts, climbing wall, racquetball courts, multipurpose room, and conditioning room
 - Access to the Mitchell Hall Pool (lap-swimming)
 - Reduced rental and trip rates at the Outdoor Connection
 - Ability to sponsor guests (up to 3 per visit) for appropriate guest fee
 - Eligibility to play intramural sports
 - Ability to participate in family weekends
 - Opportunities for scheduled workout sessions and personal training (at additional cost)

Membership Type	Faculty / Staff (and Spousal / Domestic Partner Rate)	Full-Sized Locker & Towel Rental (optional)	Half-Sized Locker & Towel Rental (optional)
Annual (12 Month)	\$277	\$65	\$55
Academic Yr (9 Month)	\$233	\$60	\$50
Semester	\$117	\$30	\$25
Summer	\$40	\$25	\$8
Monthly	\$40	\$25	\$20
J-Term	\$19	\$13	\$8

REFERENCES:

<https://www.uwlax.edu/recsports/>

<https://www.uwlax.edu/RecSports/Faculty/staff-memberships/>



Outdoor Connection

Equipment Rentals

- **UWL** offers Faculty and Staff the opportunity to rent equipment for outdoor activities. Got some activities you may have wanted to try yourself or with friends or family, but hesitant to spend hundreds of dollars worth of equipment to do so? Take advantage of the Outdoor Connection!
- There are additional discounts for Rec Membership holders – but non-Rec Members can also rent equipment at reasonable rates (known as the “Public” rate).
- The Outdoor Connection at the Rec offers nearly everything one needs for camping gear (including coolers, sleeping backs, camp stoves, headlamps), along with bikes, blades, boats, trailers, water and winter sports gear. Here are just some of the many items available for rental:

Equipment	Rec Member Day Rental	Non-Rec (Public) Day Rental	Additional Day
Stand Up Paddle Board Premium Package	\$25	\$30	\$10
Canoe	\$15	\$25	\$10
Touring Kayak	\$12	\$17	\$5
Car-Top Carrier (Canoe/Kayak Transportation)	\$2	\$4	\$1
Paddle	\$2	\$5	\$1
Life Jacket	\$1	\$3	\$1
Inline Skates	\$5	\$8	\$3

Equipment	Rec Member Day Rental Rate	Non-Rec (Public) Day Rate	Additional Day
Mountain Bike	\$13	\$18	\$6
2 or 3 person tent	\$5	\$10	\$3
4 & 6 person tent	\$10	\$15	\$5
Toboggan	\$2	\$3	\$1
Snowshoes	\$5	\$8	\$3
Cross country skis	\$5	\$8	\$2
Ice Skates	\$2	\$3	\$1

REFERENCE:

<http://www.uwlax.edu/RecSports/Rent-Gear/>



Campus Planetarium

- **UWL** offers programs to school groups, private groups, and the public.
- **Public Programs** are held at 1:00pm on Saturdays during the school year (except January), with the first part of each program a talk on the current evening sky, with the second part a multimedia audiovisual presentation on an astronomical subject (black holes, gas giants, etc.)
Public Program Admission is \$5.00 for adults, \$3.00 for students, children, and seniors 60+.
- **Album Encounters** are multimedia light and laser shows set to rock music. They are held at 8:00pm Fridays when classes are in session, often alternating between contemporary and classic musical acts.
Album Encounters Admission is \$5.00 for everyone.

REFERENCE:

<https://www.uwlax.edu/planetarium/>



Concerts, Theatre, and Art Gallery

- The **Annette Recital Hall** features an acoustically superb 276-seat concert location with state-of-the-art digital recording equipment. Some performances are free of charge.
- The **Toland Theatre** features a 429-seat, fully-equipped playhouse with a state-of-the-art lighting system, trapped stage floor, hydraulic lift, and counterweighted fly system.
- The **Frederick Theatre** features a 103-seat, more intimate setting for smaller-scale productions, children's theatre, and acting recitals.
- The **University Gallery** is open regularly Monday-Thursday from Noon – 8pm, Friday & Saturday from Noon – 5pm. **Gallery Exhibitions are free and open to the public.**

REFERENCES:

<http://www.uwlax.edu/Music/Performances-and-events/>

<http://www.uwlax.edu/Theatre-Arts/Season-listing/>

<http://www.uwlax.edu/Art/University-Gallery/>



Prominent Experts, Guest Speakers, and Entertainment

- **Campus Departments** periodically feature nationally or globally distinguished guest lecturers to speak to students and the general public.
- The **Campus Activity Board (CAB)** features a variety of different speakers and entertainers throughout the year.
- Other campus organizations host a wide variety of events
- Many other community events are hosted at UWL, including: State track meets, concerts at the stadium, community races, art fairs, and more!

REFERENCES:

<http://www.uwlax.edu/Physics/Distinguished-lecture-series-in-Physics/>

<http://www.cs.uwlax.edu/index.php/distinguished-lecture-series>

<http://www.uwlax.edu/CAB/CAB-EVENTS>



Continuing Education & Extension

- Offers a variety of personal and professional programs for individuals of all ages.
- Offers professional conference planning and services to internal and external groups and organizations
- Offers and supports professional development in health fields, education, test preparation, along with personal and professional skills development (including topics like: computer programming, writing skills, accounting fundamentals, photography, website design, human resources, specialized computer software suites, and more!)

REFERENCES

<http://www.uwlax.edu/conted>



Other Opportunities

- **Fall Farmer's Market** – fruits, flowers, vegetables, and more on Wittich Field during the Fall months.
- **Community Supported Agriculture (CSA) Opportunities** – Purchase bulk shares of produce, delivered monthly.
- **Wisconsin Surplus Auctions** – take advantage of the opportunity to bid on surplus items, sometimes for pennies on the dollar.
- **Room Rental** – have a special occasion? You can rent certain facilities at UWL for special occasions like wedding receptions and family reunions. Contact University Reservations for details.



REFERENCES:

<http://www.uwlax.edu/Sustainability/Food/> (Farmers Market & CSA details and updates)

<http://www.wisconsin surplus.com> (Wisconsin Surplus Auctions site)

<http://www.uwlax.edu/Reservations/Rates-and-fees> (Published UWL Room Reservation Rates and Fees)

Regional Features Nearby

- **Driftless Region location means many unique topographical features**
- **Location near many rivers offers opportunities for sport and travel**
- **Many regional festivals in the southwestern Wisconsin region**
- **Two major hospital systems located in La Crosse**
- **Affordable housing and rental stock (compared to many metros)**
- **Passenger Train Service available via Amtrak**
- **Passenger Air Service available via Delta and American Airlines**
- **Passenger Bus Service available via Jefferson Lines and Greyhound**
- **Many State Parks, Trails, and unique Places of Interest in the region**

DON'T FORGET TO TAKE ADVANTAGE OF SOME OF THESE BENEFITS, PERKS, OPPORTUNITIES, AND DISCOUNTS!

Thank you for participating in 2016's Employee Enrichment Day!