

# Benefit Programs and Eligibility

Date

8/21

Item

C.1

The type and length of employee appointment determines the eligibility for participation in the University's benefit programs. An explanation of the various University benefit plans is included in this *University Handbook*. Every effort has been made to make these descriptions as accurate as possible. However, should any conflict arise between the explanations presented in this *University Handbook* and the text of the plan documents or the insurance policies, the text of the plan documents or the insurance policies shall govern in all cases.

The University reserves the right to amend, modify, or eliminate any programs at any time without notice. This *University Handbook* is for informational purposes and is not intended to serve as legal interpretation of benefits. Reasonable effort is made to have this *University Handbook* represent the intent of the plan documents or the insurance policy language. However, the plan documents and the insurance policy language stand alone and are not considered as supplemental or amended in any way by the explanations or examples included in this *University Handbook*.

## Faculty Employee Benefits Summary

Benefit	Regular FT (75%≥ Appt includes RAAF)1	Regular PT (50%-74% Appt)	Temporary FT (75%≥ Appt)	Adjunct (<50% Appt)
Employee Assistance Plan	Eligible	Eligible	Eligible	Not Eligible
Paid Vacation	Eligible*	Eligible*	Eligible*	Not Eligible
Paid Sick	Eligible	Eligible	Eligible	Not Eligible
Paid Holidays	Eligible	Eligible	Eligible	Not Eligible
Paid Bereavement	Eligible	Eligible	Eligible	Not Eligible
Paid Jury Duty	Eligible	Eligible	Eligible	Not Eligible
Recreation, Fitness & Wellness Center	Eligible	Eligible	Eligible	Eligible
Supplemental Retirement Plans	Eligible	Eligible	Eligible	Eligible
Medical Insurance	Eligible	Not Eligible	Eligible	Not Eligible
Dental Insurance	Eligible	Not Eligible	Eligible	Not Eligible
Vision Insurance	Eligible	Not Eligible	Eligible	Not Eligible
Group Life Insurance	Eligible	Not Eligible	Eligible	Not Eligible
Tuition Fee Waiver	Eligible	Not Eligible	Eligible	Not Eligible
Defined Contribution Retirement Plan	Eligible after 1Y	Eligible after 1Y	Not Eligible	Not Eligible
Additional Life Insurance	Eligible	Not Eligible	Not Eligible	Not Eligible

Flexible Spending Accounts	Eligible	Not Eligible	Not Eligible	Not Eligible
Short Term Disability	Eligible	Not Eligible	Not Eligible	Not Eligible
Long Term Disability	Eligible after 3Y	Not Eligible	Not Eligible	Not Eligible
Voluntary Hospital Indemnity	Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Accident	Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Critical Illness	Eligible	Not Eligible	Not Eligible	Not Eligible
Paid Parental Leave	Eligible	Not Eligible	Not Eligible	Not Eligible

### 1. Regular Annual Appointment Faculty

\* Faculty appointed for less than a twelve (12) month fiscal-year period are not eligible to accrue paid vacation.

All benefits are subject to provisions of the benefit policies and contracts, including employee's continued satisfaction of eligibility requirements.

## -Administrative Employee Benefits Summary

Benefit	Regular FT (75%≥ Appt)	Regular PT (50%-74% Appt)	Temporary (75%≥ Appt)	Temporary (50-74% Appt)	Temporary (<50% Appt)
Employee Assistance Plan	Eligible	Eligible	Eligible	Eligible	Not Eligible
Paid Vacation	Eligible	Eligible	Eligible	Eligible	Not Eligible
Paid Sick	Eligible	Eligible	Eligible	Eligible	Not Eligible
Paid Holidays	Eligible	Eligible	Eligible	Eligible	Not Eligible
Paid Bereavement	Eligible	Eligible	Eligible	Eligible	Not Eligible
Paid Jury Duty	Eligible	Eligible	Eligible	Eligible	Not Eligible
Recreation, Fitness & Wellness Center	Eligible	Eligible	Eligible	Eligible	Eligible
Supplemental Retirement Plans	Eligible	Eligible	Eligible	Eligible	Eligible
Medical Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Dental Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Vision Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Group Life Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Tuition Fee Waiver	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Defined Contribution Retirement Plan	Eligible after 1Y	Eligible after 1Y	Not Eligible	Not Eligible	Not Eligible
Additional Life Insurance	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Flexible Spending Accounts	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Short Term Disability	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible

Long Term Disability	Eligible after 3Y	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Hospital Indemnity	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Accident	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Critical Illness	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Paid Parental Leave	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible

All benefits are subject to provisions of the benefit policies and contracts, including employee's continued satisfaction of eligibility requirements.

## Support Staff Employee Benefits Summary

Benefit	Regular FT (75%≥ Appt)	Regular PT (50%-74% Appt)	Temporary (75%≥ Appt)	Temporary (50-74% Appt)	Temporary (<50% Appt)
Employee Assistance Plan	Eligible	Eligible	Eligible	Eligible	Not Eligible
Paid Vacation	Eligible	Eligible	Not Eligible	Not Eligible	Not Eligible
Paid Sick	Eligible	Eligible	Not Eligible	Not Eligible	Not Eligible
Paid Holidays	Eligible	Eligible	Not Eligible	Not Eligible	Not Eligible
Paid Bereavement	Eligible	Eligible	Not Eligible	Not Eligible	Not Eligible
Paid Jury Duty	Eligible	Eligible	Not Eligible	Not Eligible	Not Eligible
Recreation, Fitness & Wellness Center	Eligible	Eligible	Eligible	Eligible	Eligible
Supplemental Retirement Plans	Eligible	Eligible	Eligible	Eligible	Eligible
Medical Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Dental Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Vision Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Group Life Insurance	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Tuition Fee Waiver	Eligible	Not Eligible	Eligible	Not Eligible	Not Eligible
Defined Contribution Retirement Plan	Eligible after 1Y	Eligible after 1Y	Not Eligible	Not Eligible	Not Eligible
Additional Life Insurance	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Flexible Spending Accounts	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Short Term Disability	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Long Term Disability	Eligible after 3Y	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Hospital Indemnity	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Accident	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Voluntary Critical Illness	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible
Paid Parental Leave	Eligible	Not Eligible	Not Eligible	Not Eligible	Not Eligible

All benefits are subject to provisions of the benefit policies and contracts, including employee's continued satisfaction of eligibility requirements.