

Employment Status		Benefit Eligibility Information					
		Health, Dental and Vision Insurance	Flexible Spending Health Care Spending Account	Flexible Spending Dependent Care Advantage Account (DCAA)	Long Term Care Insurance	M/C Life Insurance**	Disability Benefits**
<b>CSEA:</b>	Full-time and Part-time employees with appointments that are expected to last 3 months or longer. To be benefit eligible Part-time employees need to work at least half-time on a regularly scheduled basis.	Yes*	Yes	Yes	Yes	No	No
<b>UUP:</b>	Full-time employees hired for a period of at least 3 months	Yes*	Yes	Yes	Yes	No	Yes - Group Long Term Disability
	Part-time academic employees who teach two or more courses per semester	Yes*	Yes	Yes	Yes	No	Yes - Group Long Term Disability
	Part-time professional employees who earn at the rate of \$14,430 per year or more (amount subject to change)	Yes*	Yes	Yes	Yes	No	Yes - Group Long Term Disability
	Employees who do not meet either the course load or salary requirements above, but otherwise meet eligibility requirements, may enroll in the health, dental and vision programs.	Yes* - Employee is responsible for paying the full-share costs	No	Yes - if receiving regular bi-weekly checks	No	No	No
<b>M/C: (Classified)</b>	Full-time and Part-time employees with appointments that are expected to last 3 months or longer. To be benefit eligible Part-time employees need to work at least half-time on a regularly scheduled basis.	Yes	Yes	Yes	Yes	Yes	Yes - Income Protection Plan
<b>M/C: (Professional)</b>	Full-time and Part-time employees with appointments that are expected to last 3 months or longer. To be benefit eligible Part-time employees need to work at least half-time on a regularly scheduled basis.	Yes	Yes	Yes	Yes	Yes	Yes - Group Long Term Disability
<b>PEF:</b>	Full-time and Part-time employees with appointments that are expected to last 3 months or longer. To be benefit eligible Part-time employees need to work at least half-time on a regularly scheduled basis.	Yes	Yes	Yes	Yes	No	No
<b>NYSCOPBA:</b>	Full-time and Part-time employees with appointments that are expected to last 3 months or longer. To be benefit eligible Part-time employees need to work at least half-time on a regularly scheduled basis.	Yes	Yes	Yes	Yes	No	No
<b>PBA of NYS:</b>	Full-time and Part-time employees with appointments that are expected to last 3 months or longer. To be benefit eligible Part-time employees need to work at least half-time on a regularly scheduled basis.	Yes	Yes	Yes	Yes	No	No
<b>GSEU: GA/TA</b>	Graduate and Teaching Assistants represented by GSEU who are active on the State payroll and work at least ½ an assistantship at a stipend that would yield at least \$ 4,600.50 (2014/15) on an annual basis (\$2,300.25/semester).	Yes - Student Employee Health Plan (SEHP)	No	Yes	No	No	No

\*Dental and Vision enrollment is administered by the UUP Benefit Trust Fund and CSEA Employee Benefit Fund for employees represented by these unions.

\*\*Disability benefits through the University are only available for eligible UUP and M/C employees. Life insurance benefits through the University are only available for eligible M/C employees. Disability and/or life insurance benefits may be available through your Union.

<b>Benefit Effective Dates*</b>	
<b>CSEA:</b>	Health Insurance: After 42 days of employment Dental/Vision: After 28 days of employment**
<b>UUP:</b>	Health Insurance: After 42 days of employment Dental/Vision: After 42 days of employment**
<b>M/C: (Classified)</b>	Health Insurance: After 56 days of employment Dental: 1st of the month following 6 months of employment Vision: After 56 days of employment
<b>M/C: (Professional)</b>	Health Insurance: After 56 days of employment Dental: 1st of the month following 6 months of employment Vision: After 56 days of employment
<b>PEF:</b>	Health Insurance: After 56 days of employment Dental/Vision: After 56 days of employment
<b>NYSCOPBA: (Security)</b>	Health Insurance: After 56 days of employment Dental/Vision: After 56 days of employment
<b>PBA of NYS: (Police)</b>	Health Insurance: After 56 days of employment Dental/Vision: After 56 days of employment
<b>GSEU: GA/TA</b>	SEHP: The day Human Resources receives your enrollment form (if within 45 days of initial eligibility) <b><u>For F-1 and J-1 International Students only</u></b> - Date of appointment, regardless of date enrollment form is received

**\*Effective dates listed apply if paperwork is received prior to first day eligible. If forms are received late a waiting period will apply.**

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