

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**
CSEA:	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
UUP:	Full-time employees hired for a period of at least 3 months.	Yes*	Yes	Yes	Yes	No	Yes - Group Long Term Disability
	Part-time (PT) academic employees who teach 6 or more credit hours.	Yes*	Yes	Yes	Yes	No	Yes - Group Long Term Disability
	PT professional employees employed at one-half of full-time equivalent professional obligation for at least 3 months.	Yes*	Yes	Yes	Yes	No	Yes - Group Long Term Disability
***Professionals hired prior to 1/1/19 - see below.	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
M/C: (Classified)	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
M/C: (Professional)	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
PEF:	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
NYSCOPBA:	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
PBA of NYS:	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
GSEU: GA/TA	Graduate and Teaching Assistants represented by GSEU who are active on the State payroll and work at least ½ an assistantship. See more info: https://www.albany.edu/hr/GATA_SEHP.php .	Yes - Student Employee Health Plan (SEHP)	No	Yes	No	No	No

***UUP Part-time professional employees hired prior to 1/1/2019 need to earn at the rate of \$16,249/year or more (amount subject to change) for benefit eligibility (current as of 7/1/21) .

*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.

Benefit Effective Dates*		
CSEA:	Health Insurance: After 28 day waiting period, if hired on or after October 1, 2023.	Dental/Vision: After 28 days of employment**
UUP:	Health Insurance: After 28 day waiting period, if hired on or after October 1, 2023.	Dental/Vision: After 28 day waiting period, if hired on or after October 1, 2023. **
M/C: (Classified)	Health Insurance: After 28 day waiting period, if hired on or after October 1, 2023.	Dental/Vision: After 28 day waiting period, if hired on or after October 1, 2023.
M/C: (Professional)	Health Insurance: After 28 day waiting period, if hired on or after October 1, 2023.	Dental/Vision: After 28 day waiting period, if hired on or after October 1, 2023.
PEF:	Health Insurance: After 28 day waiting period, if hired on or after October 1, 2023.	Dental/Vision: After 28 day waiting period, if hired on or after October 1, 2023.
NYSOPBA: (Security)	Health Insurance: After 28 day waiting period, if hired on or after October 1, 2023.	Dental/Vision: After 28 day waiting period, if hired on or after October 1, 2023.
PBA of NYS: (Police)	Health Insurance: After 28 day waiting period, if hired on or after October 1, 2023.	Dental/Vision: After 28 day waiting period, if hired on or after October 1, 2023.
GSEU: GA/TA	SEHP: The day Human Resources receives your enrollment form (if within 45 days of initial eligibility) For F-1 and J-1 International Students only - 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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