

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 6 or more credit hours.	Yes*	Yes	Yes	Yes	No	Yes - Group Long Term Disability
	Part-time professional employees employed at one-half of full-time equivalent professional obligation.	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
<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 \$ 4,979.50 (2019/2020) on an annual basis (\$2,489.75/semester).	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 \$15,618/year or more (amount subject to change) for benefit eligibility .

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