New Benefits Effective Date

- New Rule effective with hires on or after 7/1/2018
  - Hired on 1\textsuperscript{st} calendar day of month = Benefits effective same day
  - Hired 2\textsuperscript{nd} – 31\textsuperscript{st} benefits effective 1\textsuperscript{st} of following month.
- For 1\textsuperscript{st} of the month hires important for them to be entered in a timely manner because the data still has to be transmitted to ADP and they have to be able to make an election.
- The coverage will be retro to the 1\textsuperscript{st} of the month but will not be in place until the election information is transmitted to IBC, Aetna or CVS.
Paid Parental Leave Policy

Benefit:
- Will provide for up to 4 weeks of 100% paid parental leave for new parents, regardless of gender. Can also be known as “bonding” leave.

Eligibility – you must meet the following criteria
- Have been employed with the University for at least 12 months (the 12 months do not need to be consecutive) and have worked at least 1,250 hours during the 12 consecutive months immediately preceding the date the leave would be begin. (same as FMLA)
- Be a full-time regular employee
- If both parents are employees of the University at the time of the birth or adoption of the child, both parents are eligible for the leave.

AND must
- Have given birth to a child;
- Be a spouse of a woman who has given birth to a child;
- Be the biological parent, or spouse of biological parent, of the child; or
- Have adopted a child who is 17 years old or younger. This provision does not apply to the adoption of a stepchild by a stepparent.
Parental Leave

- **Not effective until 9/1/2018.**
- Leave take must be completed by the child’s 1st birthday or the 1st anniversary of the child being place in the home or adopted.
- Not a bank of time – have to be taken consecutively – cannot break up in to separate weeks or days.
- Only 1 parental leave per year, cannot have exhausted FMLA (twins only one leave).
- There will be an application process where you will have to show proof of relationship.
PT and ACA Eligibility for Benefits

- Regular PT are eligible for the Aetna POS II Standard Plan –
- Individual coverage is subsidized – dependents pay full price
- Prior to 7/1/2018 PT were eligible for coverage but colleague paid full price for all coverage tiers.
- Also they now have basic life @ 50,000
- Option to purchase Supplemental coverage
- Option to Purchase Dental and Vision coverage (Employee pays full cost)

When a colleague becomes eligible for ACA they receive a packet with the same level of benefits as PT

**Premiums are:**
- Part-time – Payroll deducted
- ACA – Direct bill for premiums
Short Term Disability

- STD Banks are eliminated as of 6/30/2018
- Sick time banks remain, but no new accrual until Sick balance dips below 24 days.
- Sick time can be used for qualifying period for STD (first 10 days)
- Sick can also be used for unscheduled sick time or your own intermittent FMLA
- Cannot be used to replace STD time.
- Once the application is approved HR will communicate with the BA is the BA is not also the Payroll person, they should share the info as appropriate.
- STD time is put in by HR not the department. Want to avoid double pay.
Employment status changes

- Transfers to another department should not be terminated
- Rehires – Bridging please contact HR – colleague must wait a year
- If someone is going from Monthly paid to Weekly paid or Weekly paid to Monthly – we must have the balances to correct the system. Contact HR to have the balances fixed but you will need to let HR know what they are.