



## Ohio Administrative Code

### Rule 3337-41-10 Faculty and staff health and welfare benefits.

Effective: November 9, 2017

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The version of this rule that includes live links to associated resources is online at

<https://www.ohio.edu/policy/41-010.html>

#### (A) Overview

This policy outlines health and welfare benefits the university makes available to eligible faculty and staff. Benefits are detailed in the benefits plan documents or insurance vendor contracts. In instances where a university policy or a university provided summary conflicts with an official plan document or contract, the official plan document or contract takes precedence. Ohio university reserves the right to change benefit plans and premiums.

#### (B) Eligibility

Benefits eligible faculty and staff include:

(1) Full time and part time employees, excluding temporary and intermittent appointments, with:

(a) An employment period of greater than one hundred twenty days and an FTE level of 0.75 or greater, or

(b) Part-time employees who were enrolled in benefits as of June 30, 2015.

(2) "Group I," "Group II," "Group IV" and clinical faculty as defined by the "Faculty Handbook."

(3) Any faculty member or employee who qualifies for a benefit due to state or federal law (e.g., healthcare coverage, workers compensation, or unemployment compensation). Criteria are described on the university human resources web site.



(C) Health and welfare benefits

The university will make available to eligible faculty and staff the following types of health and welfare benefits:

- (1) Health insurance
- (2) Dental insurance
- (3) Vision insurance
- (4) Medical and daycare flexible spending accounts
- (5) Short and long term disability insurance
- (6) Life insurance
- (7) Voluntary supplemental life insurance

(D) Premiums

The university may charge premiums to faculty and staff for any benefit. Premiums for benefits may vary based on salary and full time equivalency (FTE) level, and are subject to change.

(E) Enrollment

Eligible employees may enroll in benefits upon hire or during the annual open enrollment period. Enrollment changes may also be made due to a qualifying event as defined by the plan document or law.

(F) Waiving benefits



Faculty and staff may waive the following benefits:

- (1) Health insurance
- (2) Vision insurance
- (3) Dental insurance
- (4) Medical and daycare flexible spending accounts
- (5) Short term disability insurance
- (6) Voluntary supplemental life insurance

Proof of other insurance may be required. If a benefit is waived, re-enrollment is available only during the annual open enrollment period or due to a qualifying event.

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