

To: Part-Time Temporary Faculty
From: APSCUF Adjunct Faculty Committee
Date: September 2018
Subject: Health & Welfare Benefits for Part-Time Temporary Faculty

Navigating health and welfare benefits can be confusing. The committee offers this information, with thanks to Nancy Koutris, Membership Services Director, to aid you in locating resources.

Under the PA Faculty Health and Welfare Fund **Part-Time faculty** members have some dental and vision benefits available. Eligibility for benefits is as follows:

Part-time Faculty are defined as any member of the APSCUF bargaining unit who works less than 100% of full-time in any academic year beginning the 1993-1994 academic year. Benefit claims will be reimbursed for services rendered on and after January 1, 1994.

Part-time Faculty, in order to qualify for benefit reimbursement, must have worked at least 25% of full-time in any one (1) of the preceding three (3) semesters. The benefit package shall be provided after the initial waiting period of one (1) semester is served, and thereafter, so long as benefit claims are incurred while part-time Faculty are employed by the State System of Higher Education and work at least 25% of full-time (unless on an approved leave of absence or within a "Coverage Ending Dates" period, both as defined below).

The initial eligibility waiting period of one (1) semester shall only be served once by part-time Faculty who work continuously for at least one (1) semester each academic year.

Part-time Faculty who work 25% to 49% of full-time are eligible for member only benefits. Part-time Faculty who work 50% to 99% of full-time are eligible for member benefits AND their lawful spouses or same-sex domestic partners are eligible for benefits. The term "spouse" includes any same-sex spouse married in one of the jurisdictions that have the legal authority to sanction same-sex marriage. Unless a part-time Faculty member is working at least 50% of full-time, his or her spouse/same-sex domestic partner will not be eligible for benefits.

Eligibility must be established before benefit claims are processed by the Fund for reimbursement. To establish eligibility, the part-time Faculty member must complete an Enrollment Form in full.

The Part-Time Faculty Preventive Care Benefit Package includes reimbursement for the following services for Faculty members and spouses/same-sex domestic partners eligible for benefits:

1. A vision examination once every calendar year. The Fund will reimburse up to \$130.00 for vision examinations.
2. A dental preventive and restorative service plan is provided according to a schedule of maximum dental allowances. This plan includes yearly examinations, x-rays, restorative, endodontic, periodontics and oral surgery services. The dental plan includes a \$50.00 per person per year deductible for spouse/same-sex domestic partners eligible for benefits.

For more details on what dental benefits are eligible, go to pafac.com and scroll down to the part-time benefit link.

COBRA rights are extended to part-time faculty as well if they received reduced hours or are non-renewed.

APSCURF (APSCUF's retiree association) extends eligibility to those full-dues paying members (full and part-time) who have lost their dental and vision benefits or do not qualify for dental and vision benefits during their employment. APSCURF has available a voluntary dental plan through United Concordia (UCCI) and Highmark Vision. Details on the benefit structures and monthly premiums can be viewed at www.apscuf.org, APSCURF, Members Tab, Forms and Benefits.