

# Benefits Eligibility Chart for Faculty and Staff

Categories	Eligibility of Employees			
	Regular Full-Time	Regular Part-Time <sup>3</sup>	Temporary Full-Time	Temporary Part-Time
Group Health Insurance (Medical)	Yes	Yes	No	No
Group Dental Insurance (Dental)	Yes	Yes	No	No
Group Vision Insurance (Vision)	Yes	Yes	No	No
Flexible Spending Accounts (FSAs)	Yes	Yes	No	No
Health Savings Account (HSA)	Yes	Yes	No	No
Basic Long-Term Disability (LTD) Insurance	Yes <sup>1</sup>	No	No	No
LTD Insurance Buy-Up Option	Yes	No	No	No
Voluntary Short-Term Disability (VSTD) Insurance	Yes	Yes <sup>2</sup>	No	No
GW-Paid Short-Term Disability (STD) Insurance	Yes <sup>4</sup>	No	No	No
Basic Life and Basic Accidental Death and Dismemberment (AD&D) Insurance	Yes	Yes	No	No
Optional Life Insurance	Yes	Yes	No	No
Optional AD&D Insurance	Yes	Yes	No	No
Retirement Plan for Faculty and Staff [401(a) Plan]	Yes	Yes	Yes <sup>5</sup>	Yes <sup>5</sup>
Supplemental Retirement Plan [403(b) Plan]	Yes	Yes	Yes	Yes
Tuition Remission Program	Yes	Yes <sup>6</sup>	No	No
Wellbeing Hotline	Yes	Yes	Yes	Yes
Child and Elder Care Resources	Yes	Yes	Yes	Yes
Legal Services	Yes	Yes	No	No
Time Off (Annual, Sick, Holiday, etc.)	Yes	Yes	No <sup>7</sup>	No <sup>7</sup>
Parking and Commuter Benefits	Yes	Yes	No	No
Health Advocate	Yes	Yes	No	No
Wellness and Discounts	Yes	Yes	Yes <sup>8</sup>	Yes <sup>8</sup>
Pet Insurance and Identity Theft	Yes	Yes	No	No

<sup>1</sup> Coverage applied after one year of benefit eligible full-time service, effective 1st of month coinciding with or following anniversary date.

<sup>2</sup> Part-time staff and medical residents, as well as full-time staff or faculty with less than two years of benefit eligible service, can receive 60% of their benefit salary up to \$3,000 per week up to 150 days. (Benefit elimination period of 30 days applies to all Voluntary STD claims.)

<sup>3</sup> For part-time faculty to be considered "regular part-time" and eligible for part-time benefits, a faculty member must be appointed for at least an academic year, must devote at least 1/3 time effort to University duties, and must be compensated at no less than 1/3 of a FT equivalent salary for that period. PT faculty who are on 1 semester appointments or who are compensated on a per-course basis are not eligible for benefits.

<sup>4</sup> Full-time staff with between two and five years of benefit eligible service can receive 50% of benefit salary up to 166 days. Full-time staff with five or more years of benefit eligible service can receive 100% benefit salary up to 166 days. Full-time faculty with two or more years of benefit eligible service can receive 100% benefit salary up to 166 days. (Benefit elimination period of 14 days applies to all GW-paid STD claims.)

<sup>5</sup> Employees who have worked at least 1,000 hours in an eligible position per year for two years will be eligible for the 401(a) Retirement Plan. Once eligible, an employee will always be eligible, even if he or she works fewer than 1,000 hours in subsequent years. Temporary PT Faculty excluded.

<sup>6</sup> The level of benefits for regular full-time employees will not change if they move from one full-time position to another full-time position; however, if regular full-time employees move from a full-time position to a part-time position, then the benefit may be pro-rated (decrease).

<sup>7</sup> Temporary employees are eligible for up to seven days of sick time under the DC Sick and Safe Leave regulations. Restrictions apply based on employee class and hours worked.

<sup>8</sup> Some programs require participation in GW's medical insurance plan. Some program/discounts are only offered to benefit eligible faculty and staff.

