

# Benefits Eligibility Chart

## Human Resources

The following chart illustrates eligibility by appointment classification for the listed college benefits. A blank box indicates that the appointment classification is ineligible for that specific benefit. To be eligible for the benefit listed in the chart below, all eligible appointment classifications must be at least 50% full-time equivalency (FTE), unless otherwise noted.

Benefit Program	Regular/Term FTE: 75-100%	Regular/Term FTE: 50-74%	Reg &Term FTE: <50%	Temp FTE: 75%>	Temp/Intermittent FTE: <75%
<b>Health and Wellness Benefits</b>					
<a href="#">AFLAC Accident Only</a>	X	X			
<a href="#">Dental</a>	X <sup>1</sup>	X <sup>1</sup>			
Disability <ul style="list-style-type: none"> <li><a href="#">Short term</a></li> <li><a href="#">Long term</a></li> </ul>	X	X			
<a href="#">Flex Spending Accounts</a> <ul style="list-style-type: none"> <li>Dependent care</li> <li>Health care</li> </ul>	X	X			
Life Insurance <ul style="list-style-type: none"> <li><a href="#">Employee Group Term Life</a></li> <li><a href="#">Dependent Group Term Life</a></li> <li><a href="#">Voluntary group term life insurance</a></li> </ul>	X	X			
Medical <ul style="list-style-type: none"> <li><a href="#">Medical</a></li> <li><a href="#">Prescriptions</a></li> <li><a href="#">Travel Assistance Outside of Ohio and the USA</a></li> <li><a href="#">Your Plan 4 Health</a></li> <li><a href="#">Employee Assistance Plan (EAP)</a></li> </ul>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1,2</sup>	
<a href="#">Vision</a>	X <sup>1</sup>	X <sup>1</sup>			
<a href="#">Workers' Compensation</a>	X	X	X	X	X
<b>Retirement Benefits</b>					
<a href="#">Click here for general retirement plans information.</a>					
State Retirement Plans <ul style="list-style-type: none"> <li><a href="#">OPERS</a> (staff)</li> <li><a href="#">STRS</a> (faculty and academic administrators)</li> </ul>	X	X	X	X	X
Alternative Retirement Plan (ARP): <ul style="list-style-type: none"> <li><a href="#">TIAA-CREF</a></li> <li><a href="#">Valic (AIG Retirement)</a></li> </ul>	X				

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<ul style="list-style-type: none"> <li><a href="#">Services</a></li> <li><a href="#">Voya Financial</a></li> </ul>					
Supplemental Retirement Plans: <ul style="list-style-type: none"> <li><a href="#">403(b) universal availability notice.</a></li> <li><a href="#">Ameriprise 403(b)</a></li> <li><a href="#">Ohio Deferred Compensation 457(b)</a></li> <li><a href="#">TIAA-CREF 403(b), 457(b)</a></li> <li><a href="#">Valic (AIG Retirement Services) 403(b), 457(b)</a></li> <li><a href="#">Voya Financial 403(b), 457(b)</a></li> </ul>	X	X	X	X	X
<b>Leave Benefits</b>					
<a href="#">Family Medical Leave (FMLA)</a>	X	X			
<a href="#">Jury Duty</a>	X	X	X	X	X
<a href="#">Medical Leave (unpaid)</a>	X	X			
<a href="#">Military Leave</a>	X	X	X	X	X
<a href="#">Paid Leave-Sick</a>	X	X	X	X	X
<a href="#">Paid Leave-Vacation</a>	X <sup>3</sup>	X <sup>3</sup>	X <sup>3</sup>	X <sup>4</sup>	X <sup>4</sup>
<a href="#">Paid Parental Leave</a>	X			X	
<a href="#">Unpaid Leave</a>	X	X			
<b>Additional Benefits</b>					
<a href="#">Adoption Assistance</a>	X	X			
Tuition Assistance <ul style="list-style-type: none"> <li><a href="#">Employee</a></li> <li><a href="#">Dependent</a></li> </ul>	X	X			
<a href="#">Unemployment Compensation</a>	See " <a href="#">Establishing Eligibility for Unemployment Compensation.</a> "				

1. Medical, Dental, Vision—see applicable contribution rates at: <https://hr.osu.edu/benefits/rates>.
2. Temporary one-year appointments only.
3. Staff only (pro-rated for appointments less than 100% FTE).
4. Staff temporary appointments of at least 12 months (pro-rated for appointments less than 100% FTE).