

Options During the 90-day Wait for Healthcare Coverage

Newly hired benefits-eligible employees have a 90-day waiting period prior to becoming eligible for participation in healthcare benefits. These benefits include medical, dental, vision, life, and short term disability insurance plans as well as flexible spending accounts.

Some employees are exempt from the 90-day waiting period. Exempt employees include those newly hired benefits-eligible employees who worked in either a benefits or non-benefits eligible capacity within the past two years at:

The University of Arizona
Arizona State University
Northern Arizona University
Arizona Board of Regents
Any Arizona state agency

Please contact Human Resources at 520-621-3662, option 3 if you have prior service with an Arizona state agency or if you have questions concerning your possible exemption from the 90-day wait.

Newly hired benefits-eligible employees subject to the 90-day waiting period have two options to help bridge the wait for healthcare benefits if hired on or after September 1, 2011, subject to program availability. Eligible employees have thirty-one (31) days from the date of hire to select one of the options below. This selection is irrevocable.

OPTION 1: A \$1,000 Transition Allowance

The allowance will be distributed over three (3) months and is considered taxable income.

TO ELECT THE TRANSITION ALLOWANCE: Complete the attached “Transition Allowance Declaration Form” and return the form to your department.

OR

OPTION 2: A voluntary, “Fixed Benefit Plan”

Unlike state-sponsored major medical coverage available to benefits eligible employees after 90- days, the Fixed Benefit Plan is an indemnity plan which pays a fixed amount per healthcare service. The Plan has limits on the type and frequency of services covered and is designed to offset a small portion of incurred healthcare costs.

Elections may be made for the employee, employee plus one and/or family. Premiums are 100% employer paid. The employer contribution is considered imputed income and carries a nominal increase to taxable gross income. Coverage under the Fixed Benefit Plan automatically terminates at the end of the 90-day waiting period. More information, including a summary of benefits and frequently asked questions, may be found on the Human Resources website at http://www.hr.arizona.edu/health_benefits.

TO ELECT THE FIXED BENEFIT PLAN: Call Human Resources, Benefits at 520-621-3662, option 3 and indicate that you would like to enroll in the Fixed Benefit Plan. An online enrollment event will be opened for you in UAccess Employee. To complete the online enrollment in UAccess Employee, visit <http://uaccess.arizona.edu/> and select Employee/Manager Self Service. You will need a UA NetID and password to log in. Select Self Service > Benefits > Benefits Enrollment. If you do not have a UA NetID and password, please contact your department.

Only one option may be selected. If dual options are submitted, the employee is responsible for repaying the Transition Allowance. The Fixed Benefit Plan enrollment will remain in place.

Options During the 90-day Wait for Healthcare Coverage

IMPORTANT!

ENSURE COVERAGE AT THE CONCLUSION OF THE 90-DAY WAITING PERIOD

In addition to selecting either the Transition Allowance or the Fixed Benefit Plan, you must complete an online enrollment for the state-sponsored benefit plans, including:

- Medical, dental and vision insurance
- Flexible spending
- Short term disability insurance
- Supplemental life insurance
- Mandatory retirement

You will receive a Benefits Packet with more information on these plans, including deadlines and instructions on how to enroll. Information can also be found on the Human Resources website at <http://www.hr.arizona.edu/benefits>.

I have read this information and understand the options available to me.

Signature: _____ Date: _____

NOTE TO DEPARTMENT: Please provide a copy of this form to the employee.