

MnSCU Insurance Eligibility Grid for Non-Faculty Units

As of 8-28-07 (revised 1-11-2008)

BU/PLAN	BASIC ELIGIBILITY	FULL EMPLOYER CONTRIBUTION	PARTIAL EMPLOYER CONTRIBUTION
AFSCME 202, 203, 204, 206, 207 Commissioner's Plan 217 Manager's Plan 220 MAPE 214 MGEC 212 MMA 216 MNA 205	<p>Employed in a permanent unlimited or permanent seasonal position (inclusive of probationary period) who work 1044 hours in any consecutive 12-month period, or TC employees for a lesser number of hours per MnSCU supplemental agreement.</p> <p>Unclassified MnSCU Academic Professionals and Academic Supervisors must be initially appointed for a period greater than 6 months.</p> <p>Initial eligibility may be reached by aggregating all appointments in insurance eligible positions across bargaining units and agencies.</p>	<p>75% time or greater or Full Time (80 hours per payroll period) Seasonal for the academic year</p> <p>40 hours/week for 9 months or more in any consecutive 12 month period</p> <p>60 hours per pay period in any consecutive 12 month period</p>	<p>Part-time unlimited who work 50% time or greater, but less than 75% time worked</p> <p>Seasonal employees who are scheduled to work at least 1044 hours in any consecutive 12 month period, or the lesser amount of hours specified in MnSCU Supplemental Agreements for former TC employees.</p>
MAPE and MMA Temporary Unclassified in classified positions	<p>Employees in temporary unclassified appointments to classified professional or supervisory positions for no more than 3 years are eligible for the group insurance if they work full time for at least 6 months. There is no ER contribution towards the employee's coverage unless the employee is working full time and is appointed for 9 months or more; the employee is then eligible for the full ER contribution.</p>		
MnSCU Administrator's Plan 220	<p>Employed at least 50% time on a 9 month or longer appointment</p>	<p>75% time or greater on a 9 month or longer appointment</p>	<p>50%-74% time on a 9 month or longer appointment</p>
<p>NOTE: Once eligible, changes in the level of employer contribution are based on multiple appointments and are additionally aggregated across all insurance eligible bargaining unit appointments.</p> <ul style="list-style-type: none"> • 35 day waiting period applies to all new hires and rehires • See HR Guidelines INS0002 • Contribution rates vary by bargaining unit – check DOER Rate Guide for exact dollar contributions. 			

MnSCU Insurance Eligibility Grid for MSUAASF

As of 5-30-07

BU/PLAN	BASIC ELIGIBILITY	FULL EMPLOYER CONTRIBUTION	PARTIAL EMPLOYER CONTRIBUTION
MSUAASF 211	<p>Employed at least 50% time on a 9 month or greater appointment</p> <p>Hired on a fixed term or externally funded appointment during the fiscal year at 50% time or greater if the appointment is expected to continue beyond the current fiscal year for 9 consecutive months or more.</p> <p>All mid-year probationary hires employed at least 50% time or greater.</p>	<p>75% time on a 9 month or greater appointment</p> <p>Probationary unlimited employee hired during a fiscal year at 75% time or greater</p> <p>Appointment during fiscal year at 75% time or greater if the appointment is expected to continue beyond the fiscal year for a total of 9 consecutive months or more which may cross fiscal year.</p>	<p>50%-74% time on a 9 month or greater appointment</p>

NOTE: Once eligible at one institution, changes in the level of employer contribution are based on multi-campus appointments and are then additionally aggregated across all insurance eligible bargaining unit appointments.

35 day waiting period applies to all new hires and rehires

[See HR Guidelines INS0002](#)

Contribution rates vary by bargaining unit – check DOER Rate Guide for exact dollar contributions.

MnSCU Insurance Eligibility Grid for MSCF Faculty

Only academic year FTE is counted towards eligibility. Summers do not count.

As of 7-10-07

BU/PLAN	BASIC ELIGIBILITY	FULL EMPLOYER CONTRIBUTION	PARTIAL EMPLOYER CONTRIBUTION
MSCF Unlimited	<p>Unlimited newly eligible</p> <p>Rehire after a break in service or hired into unlimited status from a different status</p> <p>Both have 35 day wait period</p>	<p>.75 or greater FTE</p> <p>Hired at 75% time or greater during the academic year for the remainder of the year, with intent to continue at .75 FTE or greater.</p>	<p>6 credits per semester - .74 FTE</p> <p>Hired at 6 credits per semester – up to 74% time or greater during the academic year for the remainder of the year, with intent to continue at 6 cr. per semester -.74 FTE or greater.</p>
MSCF Unlimited Special	<p>Unlimited Special changes ee's previous FTE, and may change level of employer contribution; No waiting period</p>	<p>.75 or greater FTE</p>	<p>.50 - .74 FTE</p>
MSCF Temporary Full-Time (TFT)	<p>Newly eligible or rehire after a break in service – 35 day wait period</p> <p>Rehire in the semester immediately following an insurance eligible TPT status, or after a one semester break – no waiting period</p>	<p>Must be 1.0 FTE; never hired for less than a full academic year</p>	<p>Not applicable</p>
MSCF Temporary Part-Time (TPT)	<p>Employed at least 6 credits for 2 consecutive semesters at one institution for initial eligibility to occur at the beginning of the second semester.</p> <p>Rehired for a semester following an insurance eligible TPT status, a semester or more teaching less than 6 credits, or a one semester break in service – immediately eligible.</p>	<p>12 credits or greater per semester</p>	<p>At least 6 credits but less than 12 credits per semester after meeting initial eligibility</p>
MSCF Adjunct	<p>Not Eligible</p>	<p>Not Eligible</p>	<p>Not Eligible</p>
MSCF Customized Training Faculty	<p>As negotiated with the employee; must be employed in this status for 6 months before eligible to negotiate</p>	<p>Never available</p>	<p>Only option available – no 35 day waiting period</p>

NOTE: Once eligible at one institution, changes in the level of employer contribution are based on credits from multi-campus appointments and are then additionally aggregated across all bargaining unit insurance eligible appointments.

[See HR Guidelines INS0002](#)

Contribution rates vary by bargaining unit – check DOER Rate Guide for exact dollar contributions.

MnSCU Insurance Eligibility Grid for IFO Faculty

Only academic year FTE is counted towards eligibility. Summers do not count

As of 9-18-07

BU/PLAN	BASIC ELIGIBILITY	FULL EMPLOYER CONTRIBUTION	PARTIAL EMPLOYER CONTRIBUTION
IFO Tenured	Employed at least .50 FTE for the academic year	.75 or greater FTE	.50-.74 FTE
IFO Probationary	Employed at least .50 FTE for the academic year All mid-year probationary hires employed at least 50% time or greater.	.75 or greater FTE 75% work time or greater for mid year hire	.50-.74 FTE 50-74% work time or greater for mid year hire
IFO Fixed Term or Externally Funded	Employed at least .50 FTE for the academic year All mid-year hires must be employed at least .50 FTE or greater, not % time worked.	.75 or greater FTE	.50- .74 FTE
IFO 2 year/4 year fixed term coach	If hired for multi-year, then follow probationary rules above If hired for one year, then follow fixed term rules above	.75 or greater FTE	.50- .74 FTE

NOTE: Aggregate all IFO appointments at all universities for initial eligibility, and then additionally aggregate across all bargaining unit insurance eligible appointments. Special eligibility for IFO Adjuncts who are not otherwise eligible for insurance under IFO provisions; may notify HR Office of multiple appointments at other MnSCU institutions for aggregation to meet insurance eligibility under the fixed term guidelines outlined above. State University HR Office must initiate eligibility discussions with other campuses.

35 day waiting period applies to all new hires and rehires

[See HR Guidelines, INS0002](#)

Contribution rates vary by bargaining unit – check DOER Rate Guide for exact dollar contributions.