

Employee Eligibility

Most employees eligible for benefits are covered under one of three benefits packages—Full, Mid-level, or Core.

Initial Requirements

Full Benefits

You are eligible to enroll in Full Benefits if you are in an eligible position and:

- You are a member of a UC-sponsored retirement plan: UCRP or another defined benefit plan to which UC contributes, such as the California Public Employees' Retirement System (CalPERS).

There are two ways to qualify for UCRP membership:

- 1) You are appointed to work in an eligible position at least 50 percent time for a year or more¹—**or**
- 2) You have worked 1,000 hours in a 12-month period in an eligible position.

Members of the Non-Senate Instructional Unit qualify for UCRP membership after working 750 hours in an eligible position within a 12-month period.

Mid-level Benefits

You are eligible for Mid-level Benefits if:

- You are not a member of a UC-sponsored retirement plan: UCRP or another defined benefit plan to which UC contributes, such as the California Public Employees' Retirement System (CalPERS), **and**
- You are appointed to work at least 50 percent time for a year or more,¹ **or**
- You are appointed to work 100 percent time for at least three months.

Core Benefits

You are eligible for Core Benefits if you are appointed to work at least 43.75 percent time in an eligible position.

Health and Welfare Benefits Packages

	Full	Mid-level	Core
Medical	•	•	
	or	or	
Medical—Core	•	•	•
Dental	•		
Vision	•		
Short-Term Disability	•		
Supplemental Disability	•		
Workers' Compensation	•	•	•
Basic Life	•		
Core Life		•	•
Supplemental Life	•	•	
Basic Dependent Life	•	•	
Expanded Dependent Life	•	•	
AD&D	•	•	•
Business Travel Accident	•	•	•
Legal	•	•	•
Automobile and Homeowner/ Renter	•	•	
Health FSA	•	•	•
DepCare FSA	•	•	•
TIP	•	•	•

Continuing Requirements

UC bases your ongoing eligibility for benefits on the number of regular hours you are paid by UC to work each week. (Paid time excludes bonuses and overtime.)

To remain eligible for your benefit level, you must maintain an average regular paid time of at least 17.5 hours per week and remain in an eligible appointment.

If your average regular paid time drops below 17.5 hours a week, you become ineligible for medical (including Core), dental and vision coverage as well as Basic and Core Life insurance, and Short-term Disability and Supplemental Disability coverage. You may still be eligible for Supplemental Life, AD&D, Health Flexible Spending Account, Dependent Flexible Spending Account, Legal, and Auto and Homeowner/Renter coverage, as long as your earnings cover the required premiums.

¹ Or your appointment ending date is for funding purposes only or for visa purposes only and your employment is intended to continue for more than a year.

Eligible Family Members

Family members eligible for coverage under your health and welfare benefits package (see page 3) include one eligible adult and/or any eligible children.

Eligible Adult

In addition to yourself, you may have only one eligible adult family member enrolled in your UC-sponsored plans:

- a legal spouse, **or**
- a domestic partner who meets the requirements noted in the chart below.

Reminder: Your family member(s) are eligible for only the plan(s) for which you are eligible and in which you have enrolled (see “Health and Welfare Benefits Packages” on page 3).

Eligible Adult

Family Member	Eligibility	Must be	Medical	Dental	Vision	Legal	AD&D	Dependent Life
Legal spouse ^{1,2}	Eligible	Legally married	•	•	•	•	•	•
Domestic partner (same-sex/opposite sex) ¹	Age 18 or older	<ul style="list-style-type: none"> • for opposite sex domestic partners, either the employee or the domestic partner must be age 62 or older and eligible to receive Social Security benefits based on age • registered with the State of California or a substantially equivalent same-sex partnership established in another jurisdiction. A domestic partnership that has not been registered with the State of California must meet the following criteria to be a domestic partnership for UC HR purposes: <ul style="list-style-type: none"> – parties must be each other’s sole domestic partner in a long-term, committed relationship and must intend to remain so indefinitely – neither party may be legally married or be a partner in another domestic partnership – parties must not be related to each other by blood to a degree that would prohibit legal marriage in the State of California – both parties must be at least 18 years old and capable of consenting to the relationship – both parties must be financially interdependent – parties must share a common residence 	•	•	•	•	•	•

¹ The surviving family members who are eligible for continuation of health and welfare benefits cannot enroll a spouse or domestic partner (or the spouse or domestic partner’s children/grandchildren).

² A legally separated spouse is not eligible for UC-sponsored coverage.

Eligible Child

You may enroll eligible children shown in the chart below.

Note that your disabled child aged 26 or older is still considered to be your eligible child and not an adult.

You may enroll your domestic partner's child or grandchild even if you do not enroll your partner; however, your partner must be eligible for UC-sponsored coverage and you must provide the appropriate documents to UC, if requested.

Tax Dependency

In order to be eligible for UC-sponsored coverage, your **grandchild, step-grandchild, legal ward or overage disabled child(ren) over age 26** (see chart below) must be claimed as a tax dependent by you or your spouse. Your domestic partner's **grandchild** must be claimed as a tax dependent by you or your domestic partner.

Reminder: Your family member(s) are eligible for only the plan(s) for which you are eligible and in which you have enrolled (see "Health and Welfare Benefits Packages" on page 3).

Eligible Child

Medical
Dental
Vision
Legal
AD&D
Dependent Life

Family Member	Eligibility Must be	Medical	Dental	Vision	Legal	AD&D	Dependent Life
Natural or adopted child	To age 26	•	•	•	•	•	•
Stepchild							
Domestic partner's child ¹							
Grandchild or step-grandchild	To age 26	•	•	•	•	•	•
Domestic partner's grandchild ¹	<ul style="list-style-type: none"> • unmarried • living with you • supported by you or your spouse/domestic partner (50%+) • claimed as a tax dependent by you or your spouse/domestic partner 						
Legal ward ²	To age 18	•	•	•	•	•	•
Overage disabled child (except a legal ward) of employee	Age 26 or older	•	•	•	•	•	•
	<ul style="list-style-type: none"> • unmarried • incapable of self-support due to a mental or physical disability incurred prior to age 26 • enrolled in a UC group medical plan before age 26, and the coverage is continued coverage³ • application must be made to the carrier before age 26 or during the PIE for newly eligible employees or newly acquired family members and carrier must approve • chiefly dependent upon you, your spouse or eligible domestic partner for support and maintenance (50%+ support) • claimed as your, your spouse's or your eligible domestic partner's dependent for income tax purposes or, if not, is eligible for Social Security income or Supplemental Security Income as a disabled person. The overage disabled child may be working in supported employment which may offset the Social Security or Supplemental Security Income. 						

¹ Domestic partner must be eligible for UC-sponsored health coverage.

² Different rules apply to legal wards enrolled before 1/1/95.

³ A newly hired employee with a disabled child over age 26 or an employee who newly acquires a disabled child over age 26 (through marriage/ domestic partnership or adoption) may also apply for coverage for that child, provided that: the child's disability began before the child turned age 26, the child has had continuous group medical coverage since age 26; and the employee applies for UC group medical coverage during the employee's Period of Initial Eligibility.