



GRADUATE STUDENT HEALTH INSURANCE INFORMATION

As a Graduate Teaching Assistant or Research Assistant receiving a fellowship through the Colorado School of Mines starting in January 2015, you will have a choice regarding your medical insurance. Due to provision of the Patient Protection and Affordable Care Act the School of Mines will be required to offer you and your qualified dependents coverage under an employer sponsored plan. The Student Health Insurance Plan is not considered an employer sponsored plan although the Student Health Insurance plan will still remain an option for you.

As of January 2015, all Graduate Teaching Assistants and Research Assistants will be offered fully paid individual student coverage through the Student Health Insurance Plan. You will also be offered medical and dental coverage under a plan through the School of Mines. If you chose to be insured through the Mines plans you will be charged a monthly premium as outlined in the 2023 Rate Sheet. Enrollment in the employer sponsored plan is optional and coverage may be declined.

Student Health Insurance Plan

- Mines will pay 100% of the cost for Student coverage (\$2,600) for eligible graduate RA or TA
- Annual coverage runs from 08/01/23 through 08/01/24

CHEIBA Trust Plan

- Plan information and enrollment forms are available on the Mines Employee Benefits webpage
- For new hires coverage generally begins the first of the month following a 60 day waiting period which begins on the start date of your job assignment
- Coverage ends on the last day of the month in which your job assignment ends, your percentage of effort falls below 50%, or you fail to pay a premium. For more details please see the 2018 benefits book
- If you incur a break in service of less than 26 weeks you will not be subject to a new waiting period if you decide to enroll in coverage upon rehire. Coverage will be effective the first of the month following the start your new job assignment
- You and your qualified dependents, if applicable, must enroll in both medical and dental

Coverage per our contract with Anthem Blue Cross Blue Shield

- All premiums will be deducted monthly from your pay on a post-tax basis
- Coverage is based on four premium tiers, employee only, employee plus spouse, employee plus children, and family



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·Example (Mines Employer Coverage): Student A's job assignments starts January 7. The waiting period would end 60 days later on March 7. Coverage would then be effective the 1st of the month following the waiting period which would be April 1. Student A would need to enroll no later than April 1

·Example (Mines Employer Coverage): Student B's hire date is September 1. The waiting period would end 60 days later on October 31. Coverage would be effective the first of the month following the end of the waiting period, or in this case November 1. Student B enrolls in coverage by November 1. Student B decides to take the summer off and her contract ends May 31. Since employment has ended insurance coverage would also end on May 31. If Student B returned for the fall semester since the break in service was less than 26 weeks coverage would begin on October 1 if Student B re-enrolled.

Enrollment

·Enrollment forms are due in the Human Resources Office no later than the effective date of coverage or within 31 days of the hire/rehire date whichever is later

·Please see eligibility requirements posted on the benefits webpage

Continuing Coverage

·In the event your coverage through the CHEIBA Trust ends you may have the option to continue your coverage through COBRA. COBRA coverage normally lasts between 18 and 36 months. Please be aware that you must pay both the employee and employer contributions plus a 2% administrative fee. More information on continuing coverage through COBRA is available in the Employee Benefits Book. For a COBRA rate sheet please contact the Benefits Office

Comparing Plans

·Plan information for the two employer sponsored plans is available in the Benefits Book posted on the Employee Benefits webpage. Information for the Student Health Insurance Plan is available on the SHIP webpage. Both employer sponsored plans the Student Health Insurance plans have an actuarial rating above 90. This means that for every one dollar spent on medical services the plan pays 90 cents or more. This is equivalent or better than a Platinum plan on the health insurance exchange/marketplace

Other Options

·Some graduate students may have medical coverage through another source including but not limited to parents, spouse, or the healthcare marketplace. Students are welcome to keep these plans in place. There is no obligation to enroll in the employer sponsored plan and coverage may be declined. Mines coverage is considered qualified and may negate an employee's ability to obtain a premium subsidy through the healthcare marketplace. Please contact Connect for Colorado for information regarding the healthcare marketplace