SECTION 5 - BENEFITS

5.1 BENEFIT ELIGIBILITY

Eligibility will be determined annually in accordance with applicable plan documents and the Patient Protection and Affordable Care Act (ACA). In general, 0.5 full-time equivalent (FTE) faculty employed in Tenured or Tenure-Track, Teaching and Named Faculty positions, Library and Research Faculty are eligible for Mines sponsored health benefit plans and fringe benefits.

Temporary Faculty (Adjunct Faculty, Affiliate Faculty, Temporary Administrative Faculty, and Temporary Research Faculty) and Non-Remuneration Faculty generally are not eligible for Mines sponsored health benefit plans or fringe benefits (including leave benefits), except for those required by law.

5.2 HEALTH BENEFIT PLANS

These plans are provided to advance the well-being of our employees. Mines contributes towards the cost of several benefit plans. Qualified employees will have 31 days from the date of their hire date to enroll in a benefit plan. The effective date of coverage will be retroactive to the first day of employment.

If an employee does not enroll in a health benefit plan or waive coverage within the first 31 days after their hire date, the employee will automatically be enrolled in one of the employee medical and dental plans. Changes to plan enrollment will not be permitted until the next annual open enrollment period or when the employee experiences a qualifying event. Qualifying events include, but are not limited to, marriage, divorce, birth or adoption of a child, or loss or gain of a spouse’s coverage through their employer.

Health benefit plans currently include:

- Medical insurance and prescription drug coverage
- Dental and vision
- Long-term disability insurance
- Flexible spending or health saving accounts
- Basic term life insurance and voluntary term life insurance
- Employee assistance program
- Travel accident insurance
Current Mines group health benefit plan information and the rules that govern the plans are available at Faculty Benefits - Human Resources (mines.edu). Mines reserves the right to modify, suspend or replace current plans, practices, policies and programs. Faculty benefits programs are generally updated on a calendar year.

5.3 ADDITIONAL BENEFITS

In addition to the health benefits plans, Mines offers additional benefits to qualified employees. These benefits include the following:

- Comprehensive Liability Insurance
- Medicare
- Unemployment insurance
- Worker’s compensation
- Retirement system membership (Mines Defined Contribution Plan or Colorado PERA plan, depending on employee’s eligibility)
- Family medical leave
- Annual Leave (Only benefits-eligible administrative professionals, classified staff, library faculty, and research faculty are eligible for annual leave.)
  - Administrative leave
  - Bereavement leave
  - Election leave
  - Holiday leave
  - Jury or Court leave
  - Medical disability leave
  - Military leave
  - Parental leave
  - Sabbatical leave (See Section 10.2)
  - Instructional development assignment (See Section 6.1.6)
- Sick leave
- Tuition-free courses
- Dependent Tuition Benefit
- Wellness programs

Mines additional benefits information and the rules that govern these benefits are available at Mines Benefits Center. Mines reserves the right to modify, suspend or replace current plans, practices, policies and programs.