

5.2 Eligibility for Benefits

Eligibility will be determined annually in accordance with applicable plan documents and the Patient Protection Plan 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, Administrative 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.

5.2.1 Health Benefit Plans

These plans are provided to advance the health and well-being of our employees. Mines contributes towards the cost of several benefit plans. Qualified faculty 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.

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

Mines group health benefit plans information and the rules that govern the plans are available at Faculty Benefits - Human Resources (mines.edu) .