

Explanation of Health Coverage for Faculty

UA's health care plan runs on a fiscal year - July 1 through June 30. Health care deductions for each plan year begin on July 1 and complete on June 30. Coverage for all new employee's begins on the 31st calendar day after the start of employment.

Most faculty are on a 9 month contract in their primary assignment during the academic year from mid-August to mid-May. Faculty can then work during the summer in a contract extension (same PCN, same rate of pay, same hours) or on a summer additional assignment. If your schedule differs, please feel free to reach out to ua-hr@alaska.edu for clarification on your deductions.

Health care deductions for faculty are *only* taken out during their primary assignment. Health care deductions are *not* taken out during contract extensions or summer additional assignments. Faculty start to pay their deductions for the new plan year when their contract starts in mid-August and will reach their plan year deduction goal by mid-May. This allows faculty to pay for their health care and have coverage for the fiscal year. Since faculty only have health care deductions during 9 months of the year, the total employee deductions for the plan year are divided over 19 pay periods vs 26 pay periods. (Please note: Health care deductions are not removed during the .5 pay period, unless the calendar goal has not been met.)

July - <i>no payments</i>	August - on contract - deductions begin again to cover July	September - on contract	October - on contract	November - on contract	December - on contract
January - on contract	February - on contract	March - on contract	April - on contract	May - on contract - deduction goal met, coverage continues through June	June - <i>no payments</i>

When the new fiscal year begins July 1, faculty who are renewing their contracts and returning in the fall will have their coverage extended from July 1 until they are back on contract in mid-August. Once the faculty member returns for the academic year, the health care deductions will begin again to cover the time between July 1 and mid-August.

If a faculty member goes off contract in mid-May and does *not* intend to return for the next academic year for any reason, then health coverage will end June 30 and a COBRA notice will be sent out. Under no circumstances is coverage extended past June 30th to employees who do not renew their contract and come back to work the next academic year.

Additionally, if a faculty member does not work through the entire academic year, health coverage will terminate at the end of the calendar month in which they separate benefit-eligible service.