

Summary of Benefit Eligibility During Faculty Leaves

Type of Faculty Leave	Salary Paid by CMU	Benefit Cost Paid By	Medical	Prescription	Dental	Vision	Life Insurance	Dependent Life Insurance	Long-Term Disability	Tuition	Retirement Contribution
Paid Professional Leave	Yes	Faculty Member Payroll Deduction	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible. Applicable taxes will be deducted from pay	Contribution based on amount of salary paid
Unpaid Professional Leave with CMU Benefits	No	Faculty Member Direct Billed for employee share of benefit cost. Fringe Rate Charged to Dept.	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible. Faculty Member responsible for payment of applicable taxes	No Contribution
Unpaid Professional Leave without CMU Benefits	No	Faculty Member must pay Life Insurance Premium directly to CMU	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Not Eligible	No Contribution
Unpaid Public Service Leave with CMU Benefits	No	Faculty Member Direct Billed for employee share of benefit cost. Fringe Rate Charged to Dept.	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible. Faculty Member responsible for payment of applicable taxes	No Contribution
Unpaid Public Service Leave without CMU Benefits	No	Faculty Member must pay Life Insurance Premium directly to CMU	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Not Eligible	No Contribution
Paid Parental Leave	Yes	Faculty Member Payroll Deduction	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible. Applicable taxes will be deducted from pay	Contribution based on amount of salary paid
Unpaid Personal Leave Full-time	No	Faculty Member must pay Life Insurance Premium directly to CMU	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Eligible through current term. Faculty Member responsible for payment of applicable taxes.	No Contribution
Paid Personal Leave Part-Time (Partial Pay)	Yes	Faculty Member Payroll Deduction	Eligible - Part Time Rates	Eligible - Part Time Rates	COBRA	COBRA	Eligible	Eligible	Eligible	Eligible for one course for self. Dependent eligible through current term. Applicable taxes will be deducted from pay.	Contribution based on amount of salary paid
Unpaid Family Leave Full-time	No	Faculty Member must pay Life Insurance Premium directly to CMU	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Eligible through current term. Faculty Member responsible for payment of applicable taxes.	No Contribution
Paid Family Leave Part-Time (Partial Pay)	Yes	Faculty Member Payroll Deduction	Eligible - Part Time Rates	Eligible - Part Time Rates	COBRA	COBRA	Eligible	Eligible	Eligible	Eligible for one course for self. Dependent eligibility through current term. Applicable taxes will be deducted from pay.	Contribution based on amount of salary paid