

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
<u>Paid</u> Professional Leave with Full-Time CMU Benefits	Yes	Faculty Member Payroll Deduction	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Contribution based on amount of salary paid
<u>Unpaid</u> Professional Leave with Full-Time 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	No Contribution
<u>Unpaid</u> Professional Leave without CMU Benefits	No	Faculty Member pays BCC Corp. for COBRA Coverage	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Eligible through current term	No Contribution
<u>Unpaid</u> Public Service Leave with Full-Time 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	No Contribution
<u>Unpaid</u> Public Service Leave without CMU Benefits	No	Faculty Member pays BCC Corp. for COBRA Coverage	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Eligible through current term	No Contribution
<u>Paid</u> Parental Leave with Full-Time CMU Benefits	Yes	Faculty Member Payroll Deduction	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Eligible	Contribution based on amount of salary paid
<u>Unpaid</u> Personal Leave without CMU Benefits	No	Faculty Member pays BCC Corp. for COBRA Coverage	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Eligible through current term	No Contribution
<u>Paid</u> Personal Leave with Part-Time CMU Benefits (Partial Pay)	Yes	Faculty Member Payroll Deduction	Eligible - Part Time Rates	Eligible - Part Time Rates	COBRA	COBRA	Eligible	Not Eligible	Not Eligible	Eligible through current term	Contribution based on amount of salary paid
<u>Unpaid</u> Family Leave without CMU Benefits	No	Faculty Member pays BCC Corp. for COBRA Coverage	COBRA	COBRA	COBRA	COBRA	Not Eligible	Not Eligible	Not Eligible	Eligible through current term	No Contribution
<u>Paid</u> Family Leave with Part-Time CMU Benefits (Partial Pay)	Yes	Faculty Member Payroll Deduction	Eligible - Part Time Rates	Eligible - Part Time Rates	COBRA	COBRA	Eligible	Not Eligible	Not Eligible	Eligible through current term	Contribution based on amount of salary paid