



Benefits Eligibility Chart

Human Resources

The following chart illustrates eligibility by appointment classification for the listed college benefits. A blank box indicates that the appointment classification is ineligible for that specific benefit. To be eligible for the benefit listed in the chart below, all eligible appointment classifications must be at least 50% full-time equivalency (FTE), unless otherwise noted.

Benefit Program	Regular/Term FTE: 75-100%	Regular/Term FTE: 50-74%	Reg & Term FTE: <50%	Temp FTE: 75%>	Temp/Intermittent FTE: <75%
Health and Wellness Benefits					
AFLAC Short Term Disability & Accident	X	X			
Dental	X ¹	X ¹			
Disability <ul style="list-style-type: none"> • Short term • Long term 	X	X			
Flex Spending Accounts <ul style="list-style-type: none"> • Dependent care • Health care 	X	X			
Life Insurance <ul style="list-style-type: none"> • Employee Group Term Life • Dependent Voluntary Group Term Life (Minnesota Life) • Voluntary group term life insurance(The Standard) 	X	X			
Medical <ul style="list-style-type: none"> • Medical • Prescriptions • Travel Assistance Outside of Ohio and the USA • Your Plan 4 Health • Employee Assistance Plan (EAP) 	X ¹	X ¹	X ¹	X ^{1,2}	
Vision	X ¹	X ¹			
Workers' Compensation	X	X	X	X	X
Retirement Benefits					
Click here for general retirement plans information.					
State Retirement Plans <ul style="list-style-type: none"> • OPERS (staff) • STRS (faculty and academic administrators) 	X	X	X	X	X



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Alternative Retirement Plan (ARP):	X				
Supplemental Retirement Plans:	X	X	X	X	X
Leave Benefits					
Family Medical Leave (FMLA)	X	X			
Jury Duty	X	X	X	X	X
Military Leave	X	X	X	X	X
Paid Leave-Sick	X	X	X	X	X
Paid Leave-Vacation	X ³	X ³	X ³	X ⁴	X ⁴
Paid Parental Leave	X				
Unpaid Leave	X	X	X		
Holidays	X	X	X	X	X ⁵
Winter Recess	X	X	X	X	X ⁶
Additional Benefits					
Adoption Assistance	X	X			
Tuition Assistance <ul style="list-style-type: none"> • Employee • Dependent 	X	X			
Unemployment Compensation	See " Establishing Eligibility for Unemployment Compensation. "				

1. Medical, Dental, Vision—see applicable contribution rates at: <https://hr.osu.edu/benefits/rates>.
2. Temporary one-year appointments only.
3. Staff only (pro-rated for appointments less than 100% FTE).
4. Staff only temporary appointments of at least 12 months (pro-rated for appointments less than 100% FTE).
5. Applies to temporary employees in the same manner as full and part-time regular employees. Intermittent employees are not eligible.
6. Staff members who work at the time of the winter recess are eligible for paid time off during the recess. Seasonal employees must be in an active position at the time of the Winter Recess to be eligible.