



Policies, Rules And Regulations

Effective Date	Date of Revision
7-16-69	1-16-80

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EMPLOYMENT/AFFIRMATIVE ACTION	3.4.1.1	Page 1 of 1

Issue
HOSPITALIZATION – MEDICAL COVERAGE

The University provides Blue Cross-Blue Shield MVF I full family coverage, with Master Medical Option IV and with the 0-45 NM rider the IMB-OB rider, and the ML rider for employees commencing with their first day of actual work, provided they enroll within 30 calendar days of such date of employment.

The University pays the monthly cost of maintaining the above described plan for an employee and his family, if he or she has such, at a rate not to exceed the applicable rate for full family, two persons, or single person coverage.

The University will make its contribution for the month following each month that the employee is on the payroll for more than half of the employee's regular scheduled work days and for the first three months that the employee is off the payroll and absent because of a medical leave of absence. Except for an absence due to medical leave, the employee will be responsible for his or her premium for the month following any month that he or she is on the payroll for half a month or less. With respect to employees on a medical leave, such employees will be responsible for his or her premium for any months following the first three months that an employee is off the payroll because of such a leave.

If an employee wishes to extend the coverage provided above to dependents other than dependents covered by the basic family coverage provided above, such employee shall pay the full cost of such extended coverage.

At age 65, employees are eligible for Medicare benefits and are placed on "complementary coverage" on the University's health insurance plan, which recognizes the availability of the Medicare benefits for such employees.

The University provides Blue Cross/Blue Shield "Exact-Fill Complementary Coverage" (such "Exact-Fill" Coverage, in combination with Medicare, provides employees at age 65 and older coverage that is "exactly" the same as coverage provided for pre-65 employees).

The University reimburses employees for the cost of Medicare "Part B" on a quarterly basis following presentation by the employee of proof of payment for such Medicare "Part B" benefits. Such reimbursement is retroactive to July 1, 1979.

Additional regulation on this subject may also be found and may supersede this policy for employees covered by collective bargaining agreements.

Authority for Creation or Revision
Minutes of the Board of Regents, July 16, 1969; para. .808M. Minutes of the Board of Regents, January 16, 1980; para. .2181M.