

**UNCSA Human Resources**  
Benefits/Retirement Eligibility

|   | <b>SHRA/EHRA<br/>&lt;.49 FTE</b> | <b>SHRA/EHRA<br/>.5-.749 FTE</b> | <b>SHRA/EHRA<br/>.5-.749 FTE<br/>Less than 9-mo.<br/>contract/appt.</b> | <b>SHRA/EHRA<br/>&gt;.749 FTE<br/>9-mo. Or greater<br/>contract/appt.</b>     | <b>Temps, Student<br/>Workers</b>                 |
|---|----------------------------------|----------------------------------|---|---|---|
| <b>Health Insurance</b>                                   | Not eligible                     | Eligible, but at full cost       | Eligible, but at full cost  | Eligible for employer-paid coverage for employee, dependents are at full-cost | May be eligible for employer-paid ACA health plan |
| <b>Other insurance plans (dental, vision, etc.)</b>       | Not eligible                     | Eligible, but at full cost       | Eligible, but at full cost  | Eligible, but at full cost  | Eligible, but at full cost                        |
| <b>Mandatory Retirement Plans</b>                         | Not eligible                     | Not eligible                     | Not eligible  | Eligible  | Eligible  |
| <b>Voluntary Retirement Plans (must be FICA eligible)</b> | Eligible                         | Eligible                         | Eligible  | Eligible  | Eligible  |