

	Full-Time (Faculty & Staff) including post-doc	Part-Time (Faculty & Staff)	Adjunct	Temporary, Casual, Per-Diem, Part-Time less than 20 hrs	Drexel Police	Operating Engineers Local 835	Teamsters Local 115 (Maintenance, Custodian & Residential Desk)	Co-op	Student, Leased Employees	Long-Term Disability (LTD) recipient
<a href="#">Medical/RX, Dental, Vision: 1st of the month following date of hire, or if date of hire is on the 1st, then effective immediately</a>	✓	✓	Only when Affordable Care Act (ACA) eligible	Only when ACA eligible	✓	✓	Health benefits offered through the union	Only when ACA eligible		✓
<a href="#">Medical Waiver Credit: Up to \$800/year</a>	✓				✓	Up to \$1000/year				
<a href="#">Retirement 403(b)</a>	✓	✓	Employee contributions; Eligible after 1,000 hours per calendar year (CY) and active as of 12/31	Employee contributions; Eligible after 1,000 hours per CY and active as of 12/31	✓	Employee contribution 403(b) only Employer contribution made to teamster pension plan	Employee contribution 403(b) only Employer contribution made to teamster pension plan	Employee contribution only		Only Employer Contributions if elected/eligible prior to LTD
<a href="#">Retirement 457(b) (for eligible employees who make over \$150k) Employee Contribution Only</a>	✓	✓								
<a href="#">Flexible Spending Accounts -- Options: 1) Healthcare, 2) Limited Purpose (only with Health Savings Account) and 3) Dependent Care</a>	✓	✓			✓	\$1000 employer contribution				* (1) Only through COBRA
<a href="#">Health Savings Accounts (Only if enrolled in Consumer Directed Health Plan)</a>	✓	✓			✓					
<a href="#">Voluntary Short Term Disability</a>	✓	✓			✓	✓				
<a href="#">Long Term Disability</a>	✓				✓	✓				
<a href="#">Basic Life and AD&amp;D</a>	✓									
<a href="#">Supplemental Life and AD&amp;D (Employee, Spouse and/or Child)</a>	✓	✓			✓	✓				* (2) Only through Port/Convert
<a href="#">Tuition Benefits: Employee (New hire employees 90 days from date of hire)</a>	✓				✓	✓	* (4) (5) Per collective bargaining agreement			
<a href="#">Tuition Benefits: Dependent see policy</a>	✓				✓	✓	* (4) (5) Per collective bargaining agreement			
<a href="#">Tuition Exchange (dependents only)</a>	✓				✓	✓	* (4) (5) Per collective bargaining agreement			
<a href="#">Vacation Time (FT-Monthly- 20 days per yr. FT- biweekly- 9-5 years of service - 15 days per yr. over 5 yrs of service - 20 days per yr. PT-prorated based on hrs per week)</a>	Staff only ; Faculty must consult with Faculty Affairs	Staff only ; Faculty must consult with Faculty Affairs			✓	* (7) Per collective bargaining agreement	* (9) Per collective bargaining agreement			
<a href="#">Sick Time (FT-monthly-1 day pr month- 12 days per yr. FT- biweekly 3.70 hrs per biweekly- 12 per yr- PT- prorated based on hrs per week. Faculty consult with Faculty Affairs.</a>	Staff only ; Faculty must consult with Faculty Affairs	Staff only ; Faculty must consult with Faculty Affairs			✓	* (6) Per collective bargaining agreement	* (8) Per collective bargaining agreement			
<a href="#">Family and Non Family Medical, and Personal Leave of Absence (PLOA for staff only)</a>	✓	✓			✓	✓	✓			
<a href="#">Flexible Scheduling and Remote Work (for some staff only; faculty consult with Faculty Affairs)</a>	✓	✓								
<a href="#">Commuter Benefits</a>	✓	✓			✓	✓	✓			
<a href="#">SEPTA Key Advantage Program</a>	✓	✓			✓	✓	✓			
<a href="#">Progyny: Fertility (Must be enrolled in medical plan)</a>	✓	✓	Only through ACA		✓	✓				✓
<a href="#">Progyny: Adoption (The employee does not need to be enrolled in medical benefits)</a>	✓	✓			✓					
<a href="#">Employee Assistance Program (SupportLine)</a>	✓	✓			✓	✓	✓			✓
<a href="#">Health Advocate</a>	✓	✓			✓	✓				
<a href="#">Wellness Incentive Program (employee, and/or spouse/domestic partner)</a>	✓	✓			✓	✓				
<a href="#">Civic Engagement Leave (excludes faculty)</a>	✓	✓								
<a href="#">Dragon Perks (voluntary benefits and discounts)</a>	✓	✓			✓	✓	✓			* (3) Specific plans direct bill
<a href="#">Home Purchase Assistance Program</a>	✓	✓			✓	✓	✓			
<a href="#">Business Travel Accident</a>	✓	✓			✓	✓				
<a href="#">Drexel Retiree Benefits</a>	✓				✓	* (10) Per collective bargaining agreement				

**\*(1) LTD EEs** can continue Health Care FSA &/or Dependent Care FSA through COBRA if enrolled prior to LTD status

**\*(2) Retiree and LTD** are eligible to continue Voluntary Life & ADD coverage. Provider sends out documents upon status change.

**\*(3) Retiree and LTD** are eligible to pay for specific plans directly to vendor. Dragon Perks (corestream) will send out doc if EE wishes to continue.

**\*(4) Local 115 Custodial & Maintance** are eligible for 100% tuition remission for employee. For eligible dependents/sp/dp, benefit is prorated based on date of hire.

**\*(5) Local 115 Custodial Only:** Tuition remission is eligible for retired bargaining unit member before 7/1/15.

**\*(6) Sick Time for Local 835:** 96 hours of sick/year; 104 hours after 15 years; 120 hours after 20 years. Must be taken in 4-hour increments for 5 day/8 hour employees or 5-hour increments for 4 day/10 hours employees. New hires may not use sick time within the first 90 days of hire . **See Collective Bargaining Agreement (CBA) for details.**

**\*(7) Vacation Time for Local 835:** 48 hours of personal time/year. New hires may not use vacation time within the first 90 days of hire. **Vacation accrual is prorated based on date of hire and years of service. See CBA for details.**

**\*(8) Sick Time for Local 115 Custodial:** 96 hours of sick/year up to 50 days; 104 hours after 15 years; 120 hours after 20 years. Must be taken in four or eight increments. **See CBA for details.**

**\*(9) Vacation Time for Local 115 Custodial:** Vacation entitlement will be based on date of employment. **Vacation accrual is prorated based on date of hire and years of service. See CBA for details.**

**\*(10) Retiree Benefits for Local 835:** Those who retire after reaching age 55, and who have 10 years of continuous service immediately prior to retirement, shall be eligible to participate in the University's non-Medicare medical/Rx, dental and vision coverage during the retirement eligibility period. Employee and Spouse of Record upon retirement are eligible. Eligibility runs from date of retirement until age 65, or Medicare eligible, whichever comes first.