Winthrop University

Non-Permanent Employee Health Care Eligibility Information

As a requirement of the Affordable Care Act, Winthrop University will offer health care coverage to eligible non-permanent employees. Based upon employment status on, before, and after October 4, 2013, non-permanent employees should read carefully the information below to determine how and when they were or are evaluated to determine coverage eligibility. Non-permanent full time employees who are employed on January 1, 2015 will be offered health care, dental, and vision coverage.

Employees hired on January 1, 2015 or after. Non-permanent employees will either be non-permanent full-time and eligible for health care coverage, non-permanent variable hour and eligibility will be determined based on an individual measurement period, or non-permanent part-time and not eligible for health care coverage.

Coverage Options for Non-Permanent Employees for the 2015 Calendar Year

Please refer to The Insurance Advantage (TIA) HERE, a publication from the South Carolina Public Employee Benefit Authority (PEBA), for complete information regarding options available to non-permanent employees during the 2015 calendar year.

Insurance Options for Non-Permanent Employees

Available insurance options includes health, dental, vision, the pre-tax premium feature, and the Health Savings Account. Non-permanent employees will not be eligible for Basic Life, Optional Life, Dependent Life, Basic Long Term Disability, Supplemental Long Term Disability, Money Plus Medical Spending Accounts or Dependent Care Spending Accounts.

Health Insurance

Eligible non-permanent employees and their dependents may enroll in the State Health Savings Plan or the State Health Standard Plan. To learn more about the State Health Savings Plan and the State Health Standard Plan, click HERE for more information.

Dental Insurance

Eligible non-permanent employees and their dependents may enroll in the State Dental Plan and the Dental Plus Plan. To learn more about the dental plans, click HERE for more information.

Vision Insurance

Eligible employees may enroll in vision coverage for themselves and their dependents. To learn more about the vision insurance, click HERE for more information.

MoneyPlus Pretax Group Insurance Premium Feature

Eligible non-permanent employees may enroll in the MoneyPlus Pretax feature. To learn more about this option, click HERE for more information.
How to Enroll In or Decline Insurance Benefits

For employees hired January 1, 2015 or after and who are notified that they are eligible for health care coverage

➢ To enroll in health care benefits, employees MUST complete a Notice of Election form HERE and the Tobacco Certification form HERE no later than the deadline date indicated on your eligibility notification.

➢ To decline health, dental, and/or vision coverage employees MUST complete questions 1 through 24 of the Notice of Election form and return it to Human Resources no later than deadline date indicated on your eligibility notification.
  • For question 20 check “Full-time non-permanent”
  • For questions 21 through 24 check “Refuse”
  • Sign, date, and return the form to:

    Benefits Administrator
    Human Resources
    303 Tillman Hall

Questions about this information may be directed to The Office of Human Resources at extension 2273 or to hrhelp@winthrop.edu.