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Clara Krug
Georgia Southern University

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Health premiums are withheld from all ten of their paychecks

Submitted by: Clara Krug

8/29/2006

Question:

If we contract faculty for the year and if health premiums are withheld from all ten of their paychecks, why do faculty who leave GSU at the end of the academic year not have health coverage after May 31?

Rationale:

Faculty in all units with temporary full-time appointments whose contracts are not renewed and other GSU faculty in all units who leave GSU at the end of the academic year (May) for other reasons have no health insurance coverage after May 31 of that year. However, like returning faculty who do have such coverage after May 31, these non-returning faculty have paid premiums throughout the year of their employment

Senate Response:

The second RFI came from Clara Krug asking about people who terminate employment and who have had their health premiums withheld from all ten paychecks, but who are not going to have health coverage after May 31st. The answer provided from Joe Franklin is that GSU had been doing it wrong [providing coverage after May 31] all these years and was told by the Board of Regents (BOR) that we had to “clean up our act.” When a person terminates employment, benefits terminate at the end of the month he/she last worked. So if someone terminates it in May, benefits terminate the end of May. If someone teaches in short term A, benefits end at the end of June. If he/she teaches term B or long term, benefits would end at the end of July. That’s the first part

of it. In terms of when faculty are notified that this is going to happen, they get notified as soon as their personnel action form (PAF) gets sent to Human Resources. So, depending on when that happens, they may have quite a bit of time to prepare for this switch in health insurance, or they might not have much time. It's all up to the department and the dean.