

Here are Things You Should Consider

BENEFIT	From Full-time (.75 – 1.0 FTE) To Part-time (.30 - .74 FTE)	From Part-time (.30 - .74 FTE) To Full-time (.75 – 1.0 FTE)	From Full-time (.75 – 1.0 FTE) Or Part-time (.30 - .74 FTE) To Relief or Per Diem (.001 FTE)	From Relief or Per Diem (.001 FTE) To Part-time (.30 - .74 FTE)	From Relief or Per Diem (.001 FTE) To Full-time (.75 – 1.0 FTE)
Medical Coverage	Coverage remains the same. Rates will increase the first of the next month unless you were designated as full-time in the latest testing for the Affordable Care Act. In that case, coverage remains the same at the full-time rates for the remainder of the calendar year, as long as you remain on payroll.	Coverage remains the same. Rates will decrease the first of the next month.	Coverage ends at the end of the month in which the status change occurs, and COBRA will be offered. If you were designated as full-time in the latest testing for the Affordable Care Act the rates for medical coverage will remain the same for the remainder of the calendar year, as long as you remain on payroll and premiums remain up to date. Coverage ends at the end of the month. COBRA will be offered.	Eligible to sign up for coverage at part-time rates. Coverage will be effective the first of the month following the status change. If you were designated as full-time in the latest testing for the Affordable Care Act your current rates will continue at the full-time rates for the remainder of the calendar year, as long as you remain on payroll.	Eligible to sign up for coverage at full-time rates. Coverage will be effective the first of the month following the status change. If you were designated as full-time in the latest testing for the Affordable Care Act, your current rates will continue at the full-time rates for the remainder of the calendar year, as long as you remain on payroll.
Dental	Coverage remains the same. Rates will increase the first of the next month.	Coverage remains the same. Rates will decrease the first of the next month.	Coverage ends at the end of the month. Take this coverage with you by contacting Community Eye Care.	Eligible to sign up for coverage at part-time rates the first of the month following the status change.	Eligible to sign up for coverage at full-time rates the first of the month following the status change.
Vision	Coverage and rates remain the same.	Coverage and rates remain the same.	Life insurance coverage ends on the date of the status change. To continue your coverage, call Aetna/Hartford at 1-800-826-7448, Opt 4	Eligible to sign up for coverage the first of the month following the status change.	Eligible to sign up for coverage the first of the month following the status change.
All Life Insurance – Basic, Supplemental Life and Supplemental AD&D	Can keep life insurance. However, since coverage is based on salary, coverage amount's and premiums will decrease in the pay period following the status change.	Life insurance coverage and premiums will increase based on new annual salary. Changes are effective the pay period following the status change.	Life insurance coverage ends on the date of the status change.	Eligible for basic life provided by Cone Health the first of the month following the status change (based on part-time salary). Eligible to sign up for supplemental life and supplemental AD&D the first of the month following the status change.	Eligible for basic life provided by Cone Health the first of the month following the status change (based on full-time salary). Eligible to sign up for supplemental life and supplemental AD&D the first of the month following the status change.
Dependent Life for Spouse and Child(ren)	Can keep dependent life coverage at current levels and rates.	Coverage and rates remain the same.		Eligible to enroll the first of the month following the status change.	Eligible to enroll the first of the month following the status change.
Short-Term Disability	Can keep short-term disability. However, since coverage is based on salary, coverage amounts and premiums will decrease in the pay period following the status change.	Short-term disability coverage and premium will increase based on new annual salary. Changes are effective the pay period following the status change.	Coverage ends on the date of the status change.	Eligible to enroll the first of the month following the status change.	Eligible to enroll the first of the month following the status change.

BENEFIT	From Full-time (.75 – 1.0 FTE) To Part-time (.30 - .74 FTE)	From Part-time (.30 - .74 FTE) To Full-time (.75 – 1.0 FTE)	From Full-time (.75 – 1.0 FTE) Or Part-time (.30 - .74 FTE) To Relief or Per Diem (.001 FTE)	From Relief or Per Diem (.001 FTE) To Part-time (.30 - .74 FTE)	From Relief or Per Diem (.001 FTE) To Full-time (.75 – 1.0 FTE)
Long-Term Disability	Coverage ends on the date of the status change.	Eligible to enroll the first of the month following the status change.	Coverage ends on the date of the status change.	Not eligible to enroll.	Eligible to enroll the first of the month following the status change.
Flexible Spending Accounts	Coverage remains the same.	Coverage remains the same.	Your Health Care Flex Spending Account or Dependent Care Flex Spending Account or pre-tax childcare deductions end on the date of the status change.	You are eligible to enroll in a Health Care Flex Spending or Dependent Care Spending Account or pre-tax childcare deduction.	You are eligible to enroll in a Health Care Flex Spending or Dependent Care Spending Account or pre-tax childcare deduction.
Retirement Accounts	Your contribution amount remains the same until you change it with VALIC. Remember you must work 1,000 hours in the calendar year to be eligible for the 401(a) contribution from Cone Health.	Your contribution amount remains the same until you change it with VALIC. Remember you must work 1,000 hours in the calendar year to be eligible for the 401(a) contribution from Cone Health.	Your contribution percentage amount remains the same until you change it with VALIC. Remember you must work 1,000 hours in the calendar year to be eligible for the 401(a) contribution from Cone Health.	Your contribution percentage remains the same until you change it with VALIC. Remember you must work 1,000 hours in the calendar year to be eligible for the 401(a) contribution from Cone Health.	Your contribution percentage remains the same until you change it with VALIC. Remember you must work 1,000 hours in the calendar year to be eligible for the 401(a) contribution from Cone Health.
Voluntary Benefits – Whole Life, Critical Illness, Hospital Indemnity, Accident	Coverage and deductions remain the same.	Coverage and deductions remain the same.	You are no longer eligible for payroll deductions for these benefits. The provider will put you on a direct bill system, and in order to keep your coverage, you would need to pay the invoice that is sent to your home.	You are eligible to enroll in these benefits the first of the month following three months after the status change. Call MarketLink for information at 336-832-8777.	You are eligible to enroll in these benefits the first of the month following three months after the status change. Call MarketLink for information at 336-832-8777.
Paid Annual Leave (PAL)	If you are currently in a PAL plan and moving to a position with the same PAL rules, your accrual rate stays the same. Your per pay period accrual decreases based on a decrease in the number of hours paid. If you are currently in Staff PAL and moving to a Cone Health Medical Group practice, you may no longer be eligible for PAL (check with your recruiter). Remember if you move into a position that is not PAL eligible and stay in that position for longer than six months, your PAL accrual will start over when you return to being PAL eligible.	If you are currently in a PAL plan and moving to a position with the same PAL rules, your accrual rate stays the same. Your per pay period accrual increases based on an increase in the number of hours paid. If you are currently in Staff PAL and moving to a Cone Health Medical Group practice, your accrual rate may change (check with your recruiter). Remember if you move into a position that is not PAL eligible and stay in that position for longer than six months, your PAL accrual will start over when you return to being PAL eligible.	If you were in a PAL plan at the time of your status change, your PAL will get paid out the paycheck following the last regular paycheck. Remember if you move into a position that is not PAL eligible and stay in that position for longer than six months, your PAL accrual will start over when you return to PAL eligible. Also, if you are in the PAL eligible position for less than six months, your PAL will not be paid out. If less than two years, your PAL will be paid out at 50 percent of its value. Any organization debt that you owe will be withheld from your PAL bank payout.	You may qualify for a PAL plan based on the position you are moving into (check with your recruiter). Remember if you have been out of a PAL eligible position for longer than six months, your accrual rate will start over.	You may qualify for a PAL plan based on the position you are moving into (check with your recruiter). Remember if you have been out of a PAL eligible position for longer than six months, your accrual rate will start over.

