



EMERSON COLLEGE

Summary of Benefits Part-time Affiliated Faculty Members of Emerson College Medical and Dental Plan Eligible

This is a summary of benefits only. For details and requirements, please ask Human Resources for the plan document, AFEC AUP contract, employee handbook, or other controlling document.

Benefit	Cost	Eligible	About the Plan
Medical Insurance	Faculty member pays 50% College pays 50%	After one month	Hospital and medical services at group rates for Harvard Pilgrim Health Care HMO/POS
Dental Insurance	College pays 100% for individual Member pays difference for family coverage	After one month	Diagnostic, preventive, restorative & orthodontic services through Delta Dental of Mass
403(b) Tax Deferred Annuity Plan	100% voluntary contribution	Upon Employment	403(b) annuity plan Member may contribute on a pre-tax basis to Fidelity, TIAA-CREF or AIG Retirement
University Credit Union	Member Account	Upon Employment	Financial service products for member & family
Workers' Compensation	College pays 100%	Upon Employment	Compensation for on-the-job injury or death
Social Security	College pays 7.65% of salary Faculty member pays 7.65% of salary	Upon Employment	Retirement income, survivor benefit, disability insurance, Medicare
Domestic Partner	Varies*	Upon Employment	If qualified, may cover same sex partner under health & dental benefit
COBRA	Faculty member pays 100%	Upon Termination of employment or other qualifying event	Continuation of health and dental for member or dependent

Member eligibility depends on total number of credits taught at Emerson, and total number of credits taught in an academic year. Please refer Section 4.10 of the AFEC Union Contract for benefit eligibility criteria.

*Faculty member responsible for any tax consequences resulting from domestic partner benefits.