



Sabbatical

The benefits listed may be affected by a sabbatical leave if you were enrolled prior to the leave. When you return from your leave, prior benefit levels resume.

[accordion]

Health Plan

You continue to be eligible.

Contract College

If you are on a paid leave, payroll deductions will continue. If you are on an unpaid leave, you will be billed monthly by the New York State Department of Civil Service for both the employee and employer share of the premiums (full cost). When you return to work, coverage will be reinstated upon return to the payroll in a benefit eligible position. If you wish to cancel coverage while on Sabbatical Leave, please contact Benefit Services at (607) 255-3936 to understand any impact to your health insurance when you return to work.

Endowed

If you are on a paid leave, deductions continue to be taken from your paycheck and coverage continues. If you are on an unpaid leave, to continue coverage, you will be billed by PayFlex monthly.

Dental Plan

Contract College:

If you are on a paid leave, you continue to be eligible. If you are on an unpaid leave, your coverage will terminate 28 days past the last day of the biweekly pay-period in which you work. You will receive a COBRA continuation notice shortly after your unpaid leave. You are able to continue the EmblemHealth Preferred Dental Plan on a month-to-month basis for up to 36 months by enrolling in COBRA through the New York State Department of Department of Civil Service.

When you return to work, coverage will be reinstated upon return to the payroll in a benefit eligible position.

Endowed

If you are on a paid leave, deductions continue to be taken from your paycheck and coverage continues. If you are on an unpaid leave, to continue coverage, you will be billed by PayFlex monthly.

Insurance

Life Insurance

During an approved leave of absence without pay, your basic life insurance will continue at no cost to you. . CIGNA Group Insurance will bill you for any Group Universal Life coverage that you may have.

If you are on an approved leave of absence with pay, your basic life insurance will continue to be provided at no cost to you.

The required premiums for your Group Universal Life insurance will continue to be deducted from your paycheck.

Long Term Care Insurance

CNA will bill you for the premium if you are on an unpaid leave. Payroll deductions will continue if you are on paid leave. Those enrolled in a plan with RetirementGuard will continue to be billed at home.

Personal Accident Insurance

You will be billed by CIGNA Group Insurance for the premium if you are on an unpaid leave. Payroll deductions will continue if you are on paid leave.

Auto, Home and Pet Insurance

Marsh U.S. consumer will bill you for the premium.

Retirement

University contributions will be made if you are receiving Cornell salary.

Savings

Flexible Spending Accounts

If you are receiving Cornell salary, you will be able to continue to make contributions. If you are not receiving Cornell salary, you may continue your participation in the program by enrolling in COBRA.

New York's 529 College Savings Program

While on unpaid leave, if you wish to continue to make contributions, you will need to contact UPromise to discuss your options. If you are on paid leave, payroll deductions will continue.

Disabilities Benefits

You are eligible.

Educational Benefits

Cornell Children's Tuition Scholarship (CCTS)

You are eligible.

Employee Degree Program (EDP)

You are NOT eligible.

Extramural Study

You are NOT eligible.

Tuition Aid

You are NOT eligible.

[/accordion]
