

Benefits Eligibility by Employee Type

Benefits coverage varies based on your position type, in accordance with the University benefits provisions (www.hr.pitt.edu/current-employees/benefits/provisions). Information about eligible benefits offerings based on employee type is listed in this document.

The University of Pittsburgh offers health care coverage for spouses, domestic partners, and children of employees when the required documentation is provided. Enrollment will not be processed without submission of all required documentation. For more information about document requirements for dependents, visit www.hr.pitt.edu/current-employees/benefits/documentation-requirements-dependents.

Employee Type	Medical	Benefit Credit	Dental	Vision	Flexible Spending Accounts	Life Insurance	Retirement Savings	Education ⁱ	Care.com Membership	PittPerks	Financial Wellness
Full-time regular staffⁱⁱ	Choice of four (4) UPMC Plans	Individuals who do not elect a medical plan will receive a \$50 monthly credit	Choice of three (3) United Concordia Plans	Choice of two (2) Davis Vision plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional coverage	Eligible to participate in the Defined Contribution plan with University match	Eligible for tuition discount for self, spouse/domestic partner, and dependent child(ren)	Premium, unlimited membership access to the Care.com network	Access to a broad range of discounts and the opportunity to purchase certain voluntary benefits at group rates	Access to a variety of resources to help with saving for retirement, dealing with debt, and being conscious about your financial wellness
Part-time regular staffⁱⁱⁱ	Choice of four (4) UPMC Plans	Individuals who do not elect a medical plan will receive a \$50 monthly credit	Choice of three (3) United Concordia Plans	Choice of two (2) Davis Vision plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional coverage	Eligible to participate in the Defined Contribution plan with University match	Eligible for tuition discount for self only	Not eligible	Access to a broad range of discounts and the opportunity to purchase certain voluntary benefits at group rates	Access to a variety of resources to help with saving for retirement, dealing with debt, and being conscious about your financial wellness
Full-time regular faculty, librarians, research associates	Choice of four (4) UPMC Plans	Individuals who do not elect a medical plan will receive a \$50 monthly credit	Choice of three (3) United Concordia Plans	Choice of two (2) Davis Vision plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional coverage	Eligible to participate in the Defined Contribution plan with University match	Eligible for tuition discount for self, spouse/domestic partner, and dependent child(ren)	Premium, unlimited membership access to the Care.com network	Access to a broad range of discounts and the opportunity to purchase certain voluntary benefits at group rates	Access to a variety of resources to help with saving for retirement, dealing with debt, and being conscious about your financial wellness
Part-time tenure or tenure-stream faculty and librarians, who are employed at least half-time	Choice of four (4) UPMC Plans	Individuals who do not elect a medical plan will receive a \$50 monthly credit	Choice of three (3) United Concordia Plans	Choice of two (2) Davis Vision plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional coverage	Eligible to participate in the Defined Contribution plan with University match	Eligible for tuition discount for self, spouse/domestic partner, and dependent child(ren)	Not eligible	Access to a broad range of discounts and the opportunity to purchase certain voluntary benefits at group rates	Access to a variety of resources to help with saving for retirement, dealing with debt, and being conscious about your financial wellness
Part-time regular non-tenure stream faculty, librarians, research associates, and part-time postdoctoral associates	Choice of four (4) UPMC Plans	Not eligible	Choice of three (3) United Concordia Plans	Choice of two (2) Davis Vision plans	Not eligible	Not eligible	Eligible to contribute monies to a retirement savings account through Universal Availability	Not eligible	Not eligible	Access to a broad range of discounts and the opportunity to purchase certain voluntary benefits at group rates	Not eligible
Full-time regular postdoctoral associates	Choice of four (4) UPMC Plans	Individuals who do not elect a medical plan will receive a \$50 monthly credit	Choice of three (3) United Concordia Plans	Choice of two (2) Davis Vision plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional coverage	Eligible to contribute monies to a retirement savings account through Universal Availability	Eligible for tuition discount for self, spouse/domestic partner, and dependent child(ren)	Premium, unlimited membership access to the Care.com network	Access to a broad range of discounts and the opportunity to purchase certain voluntary benefits at group rates	Access to a variety of resources to help with saving for retirement, dealing with debt, and being conscious about your financial wellness
Postdoctoral scholars^{iv}	Choice of four (4) UPMC Plans	Not eligible	Choice of three (3) United Concordia Plans	Choice of two (2) Davis Vision plans	Not eligible	Basic and Optional coverage	Not eligible	Eligible for tuition discount for self, spouse/domestic partner, and dependent child(ren)	Premium, unlimited membership access to the Care.com network	Access to a broad range of discounts and the opportunity to purchase certain voluntary benefits at group rates	Access to a variety of resources to help with saving for retirement, dealing with debt, and being conscious about your financial wellness
Temporary faculty, staff, and All-Temps	In compliance with the Affordable Care Act (ACA), individuals who are working an average of 30 or more hours of service per week during their applicable measurement period will be offered the Panther Basic PPO medical plan with an optional Health Savings Account (HSA)	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Eligible to contribute monies to a retirement savings account through Universal Availability	Not eligible	Not eligible	Not eligible	Not eligible
Undergraduate and graduate students	For information about insurance options for students, please visit www.hr.pitt.edu/students				Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible	Not eligible
Graduate students and others with eligible academic appointments											
Professional school students											

ⁱ Education benefits are available once provisional period requirements are met.

ⁱⁱ Full-time staff members under collective bargaining agreements are governed according to the terms of the agreements.

ⁱⁱⁱ Part-time staff members under collective bargaining agreements are governed according to the terms of the agreements.

^{iv} Postdoctoral scholar benefits are deducted on an after-tax basis.