

ELIGIBILITY SUMMARY

ELIGIBILITY RULES

Illinois Institute of Technology is proud to offer a comprehensive package of benefits that ensure employees and their families are enabled to weather many of life's challenges and unpredictability. The following section clarifies which employer benefit plans Illinois Tech employees are eligible for:

- **Faculty and staff employees assigned to work at least 23.25+ hours per week** ("benefits eligible employees") are eligible for all employer benefit plans at Illinois Tech. Benefits-eligible employees may cover their spouse or dependents (up to age 26) in their medical, dental, or vision plans.
- **Faculty and staff employees that work less than 23.25 hours per week** ("non-benefits eligible part-time employees") are only eligible for [Vacation Leave](#), [Sick Leave](#), Employee Assistance Program (EAP), and our [Ancillary](#) benefit programs.
- **Union employees** are only eligible for the Basic Group Life Insurance, Short and Long-Term Disability Insurance, Employee Assistance Program, Tuition Benefits, and [Ancillary](#) benefit programs, but may have others benefits administered by their union subject to the respective collective bargaining agreement ("CBA").
- **Student employees** are not eligible for any Illinois Tech employer benefit plans, but may be eligible for student health insurance benefits through the [Student Health and Wellness Center](#).

*Additional eligibility criteria may apply depending on the Plan Type – review the corresponding benefits pages on the [Illinois Tech Benefits page](#) for more information.

Plan Type	Benefits Eligible	Non-Benefits Eligible	Union
Health Insurance	<i>Yes</i>	<i>No</i>	<i>No</i>
Prescription (Rx) Insurance	<i>Yes</i>	<i>No</i>	<i>No</i>
Dental Insurance	<i>Yes</i>	<i>No</i>	<i>No</i>
Vision Insurance	<i>Yes</i>	<i>No</i>	<i>No</i>
*Health Savings Account (HSA)	<i>Yes</i>	<i>No</i>	<i>No</i>
Flexible Spending Account (FSA)	<i>Yes</i>	<i>No</i>	<i>No</i>
Commuter Benefits	<i>Yes</i>	<i>No</i>	<i>No</i>
Basic Group Life Insurance	<i>Yes</i>	<i>No</i>	<i>Yes</i>
Supplemental Life Insurance	<i>Yes</i>	<i>No</i>	<i>No</i>
*Short Term Disability Insurance	<i>Yes</i>	<i>No</i>	<i>Yes</i>
Long Term Disability Insurance	<i>Yes</i>	<i>No</i>	<i>Yes</i>
Employee Assistance Program (EAP)	<i>Yes</i>	<i>Yes</i>	<i>Yes</i>
*403(b) Retirement Plan	<i>Yes</i>	<i>No</i>	<i>No</i>
*457(b) Deferred Compensation	<i>Yes</i>	<i>No</i>	<i>No</i>
*Paid Time Off	<i>Yes</i>	<i>Yes</i>	<i>No</i>
Tuition Benefits	<i>Yes</i>	<i>No</i>	<i>Yes</i>

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