

FlexCash Plan Policy

The University Corporation (TUC) offers eligible employees the opportunity to participate in FlexCash, an optional benefit plan that allows you to waive medical and/or dental insurance coverage if you have proof of other coverage. This benefit provides cash payment in lieu of having medical and/or dental insurance coverage with TUC.

Eligibility

Staff who are eligible for TUC medical and dental benefits, and who have other medical and/or dental coverage through an individual policy or private group coverage may receive a cash payment. (Employees who are waiving coverage because they are already on a TUC plan through their spouse or significant other will not be eligible to receive FlexCash.)

Payment Amounts

- If you waive medical and dental the payment amount is \$140.00 monthly.
- If you waive medical only the payment is \$128.00 monthly.
- If you waive dental only the payment is \$12.00 monthly.

Enrollment

- If you are a new employee, you can enroll within 60 days of your hire date. Coverage will become effective the first of the month following enrollment.
- Continuing employees may enroll during the annual open enrollment period (typically September/October) for the following calendar year, effective January 1.
- If your employment status changes or you have a qualifying life event, you may qualify to enroll at that time.
- To enroll:
 - Submit a completed [FlexCash Enrollment Form](#) to TUC Human Resources.
 - When you sign the form, you certify that you are covered by a non-TUC medical and/or dental plan.
 - Submit a copy of your current medical and/or dental card with your FlexCash enrollment form.
- Your enrollment will continue from year to year until you change your election, terminate your enrollment or separate from employment.