

Faculty Benefits at Separation – Fiscal Year Faculty

Benefit	Coverage Ends	FY Deductions End...	COBRA and Continuation Options
Medical	Last day of the month of separation	Last day of the month of separation	Chard Snyder administers COBRA and will send notification and information within 14 days of coverage end date via first class mail to the most recent address NKU has on file.
Dental			You can continue to use your account for qualified medical, dental or vision expenses. You will receive a different card since you are no longer eligible to contribute to the account.
Vision			Debit card inactivated at coverage end date. Expenses must be incurred prior to coverage end date. Must file claim for reimbursement within 60 days of separation.
Health Savings Account			
Flexible Spending Account			
Life	Last day worked	Last day of the month of separation	Call Hartford within 30 days of benefit end date to request continuation of coverage information/application.
Disability (short and long)			Continuation not available
KY Public Employees' Deferred Compensation Authority			Contact KY Deferred Compensation directly for distribution options.
TIAA			Contact TIAA directly for distribution options.
Voluntary benefits (AFLAC Accident, AFLAC Critical Illness, ARAG Legal, Nationwide Pet)			Contact Voluntary Benefits call center about conversion to a pay-at-home option.
Employee Assistance Program (EAP)		Not applicable	Continuation not available.
Vacation payout	Please refer to the <i>Faculty Handbook</i> , Part One, XII, Faculty Leaves, L. Faculty on Fiscal year Contracts. Faculty on Academic Year appointments do not accrue vacation time.		

Please note: Benefits for faculty leaving at the end of the calendar year will end at the end of the calendar year.
Carrier information located on reverse

Faculty Benefits at Separation – Fiscal Year Faculty

Carrier Contact information
Aetna EAP Phone: 1-888-238-6232 www.aetnaeap.com
Chard Snyder (COBRA) Phone: 1-888-993-4646 or Chard Snyder (Flexible Spending Accounts and Health Savings Accounts) Phone: 1-800-982-2715 or 513-459-9997 (local) www.chard-snyder.com
Humana Dental Phone: 1-800-233-4013 www.humana.com
EyeMed Phone: 1-866-800-5457 www.eyemed.com
UMR Phone: 1-800-826-9781 www.umar.com
KY Public Employees' Deferred Compensation Authority Phone: 1-800-542-2667 www.kentuckydcp.com
Hartford Phone: 1-860-547-5000 www.thehartford.com
TIAA Phone: 1-800-842-2776 www.tiaa-cref.org
Voluntary Benefits (AFLAC Accident, AFLAC Critical Illness, ARAG Legal, Nationwide Pet) Phone: 1-855-578-9942