



Part Time Employee Addendum

Eligibility

Active, part time employees working at least 16 hours per week are eligible to participate in Eden Housing's Medical and pre-tax account programs on the first of the month following 30 days of employment.

Active, part time employees working at least 20 hours per week are eligible to participate in Eden Housing's full benefit program on the first of the month following 30 days of employment.

Your dependents are also eligible for many of the plans you choose for yourself. Proof of dependent status may be required to enroll. **Eligible dependents include:**

- Your legal spouse or domestic partner
- Your natural, adopted, or stepchildren up to age 26

Your children include:

- Natural and adopted children;
- Stepchildren or the children of your domestic partner who you support and who live with you in a parent-child relationship;
- any other children for whom you are the legal guardian or for whom you are required to provide coverage as the result of a qualified medical child support order
- Your dependent children of any age, if disabled and incapable of self-support due to mental or physical disability (child must be disabled prior to reaching age 26).

Enrolling in Your Benefits

You have three opportunities to enroll or make changes:

1. New hires within 30 days of your eligibility date
2. During the annual enrollment period
3. Within 30 days of a qualified change in family status. Examples include:
 - a. Marital status change (marriage, divorce, or legal separation)
 - b. Birth or adoption of a child
 - c. Death of a dependent
 - d. Loss or gain of other health coverage for you and/or dependents
 - e. Change in employment status
 - f. Change in Medicaid/Medicare eligibility for you or a dependent
 - g. Receipt of a Qualified Medical Child Support Order (or other court order)

Waiving Coverage

It is important to note that if you waive your health and welfare coverage, you may not be able to enroll in the medical benefits plans unless you have a designated family status change event. Consult with Human Resources if you have questions.

Adding a Dependent?

You may be required to provide proof of dependent eligibility when adding any dependents to coverage. Examples of documentation include:

- Birth certificate
- Tax documents
- Marriage certificate

The Value of Your Benefits – 2022 Monthly Rates

Your per month deductions for medical, dental, and vision coverage are shown in the table below:

Benefit Plan	Employee Only	Employee + Spouse /Domestic Partner	Employee + Child(ren)	Employee + Family
Medical				
Kaiser Traditional HMO Plan	\$369.27	\$1,255.53	\$960.11	\$1,920.22
Kaiser HDHP Plan	\$306.70	\$1,042.77	\$797.35	\$1,594.82
UHC HMO Canopy	\$368.60	\$1,253.23	\$958.35	\$1,916.70
UHC – PPO Monterey Area	\$545.60	\$1,855.05	\$1,418.55	\$2,837.12
UHC PPO plan (UHC provider network access available)	\$545.60	\$1,855.05	\$1,418.55	\$2,837.12
Dental				
MetLife Low Plan	\$20.21	\$62.22	\$82.51	\$133.07
MetLife High Plan	\$28.82	\$79.81	\$102.61	\$163.64
Vision				
MetLife Vision Plan	\$7.11	\$15.33	\$12.36	\$20.58

