Health Insurance

The University currently offers employees who are scheduled to work 1200 hours or more during the fiscal year (and those part-time employees who regularly work at least 20 hours per week) a variety of health care plans.

WPI pays a portion of the cost of health insurance for those employees that are scheduled to work at least 1200 hours per fiscal year. Employees who work less than 1200 hours per year and have a regular part-time appointment will be responsible for the entire premium, which must be deducted from the employee's paycheck. Premium changes are usually announced by October of each year. Employee rate changes occur in December, coverage is effective January 1st. Normally, this is the only time of the year that employees have the opportunity to make changes to their health and dental plans. An exception to this is if the employee has a qualifying event as defined by the insurance carrier.

See the Plan Summary at the WPI Employee Resource Center web site for coverage details.

Please understand that plan eligibility does not necessarily mean coverage for all medical treatments or procedures. In addition, under changed circumstances you may be responsible for contributing to the cost of increased premiums. This benefit, as well as other benefits, may be canceled or changed at the discretion of the University, unless otherwise required by law.

Affordable Care Act-

As part of the employer mandate, WPI is required to offer health care coverage to employees who work an average of 30 or more hours per week based on a measurement period. WPI’s measurement period is January 1, through December 1. For more information refer to the Human Resource website.

If you or a dependent become ineligible for benefits due to a change in work hours or through a life event, or you leave employment with us, you may have the right to continue your medical benefits under the Consolidated Omnibus Benefits Reconciliation Act (COBRA). The University will mail you information about your COBRA rights.