

The background of the slide features a complex network of blue lines and arrows. Some lines are solid, while others are dashed. The arrows point in various directions, creating a sense of movement and flow. The overall aesthetic is clean and professional, with a focus on geometric patterns.

# PREPARING FOR GRADUATION - BENEFITS AVAILABLE TO ELECT/CONVERT

The Office of Graduate Medical Education  
Human Resources Department



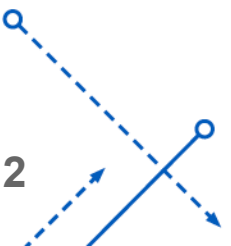
## UMRS/UDRS EMPLOYMENT BENEFITS SUMMARY:

### - During your active employment, benefits include:

- Medical and Dental; no payroll deduction for employee
- Group Life and Long Term Disability insurances; no payroll deduction for employee
- Voluntary benefits such as; Flexibility Spending Account or Voluntary Life are subject to employee payroll deduction

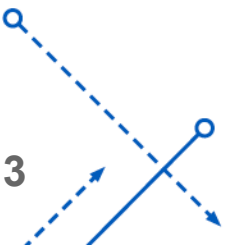
### - Benefits available to elect/convert after employment ends:

- Medical, Dental, Voluntary Vision (if enrolled), Flexible Spending Account plans (if enrolled)
  - COBRA coverage plan available to elect
- Group Term Basic Life Insurance; conversion option available to personal plan; employee
- Voluntary Life Insurances; conversion options for employee, spouse, child(ren); if enrolled



## COBRA coverage

- Option to elect continuation of medical and dental plan through UMRS/UDRS
- COBRA plan benefits are identical to plan associated with active employment
  - Same: In-Network (8 counties of WNY, Quest Labs, co-pays)
  - Same: Out-of-Network (outside 8 counties of WNY, deductibles + 25% co-ins)
    - Single deductible \$1000 year
    - Family deductible \$2000 year
    - Emergency services covered as in-network
  - COBRA participant's monthly approx. cost; subject to change each July 1st
    - Medical – Family \$1,409 Single \$535
    - Dental – Family \$44 Single \$19



## COBRA coverage (cont.)

- COBRA Election Notice provided to former employee by US mail; see sample document
  - Within 14 days of last date of employment; by US law
  - Advise HR of new address, send email to: [UBGMEHR@BUFFALO.EDU](mailto:UBGMEHR@BUFFALO.EDU)
- Elect COBRA plan within 60 days of Election Notice date
  - COBRA plan coverage is retroactive to last date of active coverage; no coverage gap
- Pay 1<sup>st</sup> month premium payment within 45 days of date COBRA plan elected; monthly thereafter
- COBRA plan provides up to 18 months continuous, monthly coverage
- Can elect COBRA for yourself and covered dependents, or only specific dependent(s)
- Can elect medical and dental or only medical/only dental
- Work with COBRA plan Administrator – Optavise/COBRAPoint
- For June 30th graduates, COBRA letters will be mailed to address of record within 14 days of last date of employment. Last date of active coverage is June 30th. COBRA plan eff. July 1st

## Term Life Insurance

- Option to convert the group term \$50k life insurance policy to personal policy and voluntary coverages; if already enrolled (Employee, Spouse, Child(ren))
  - Review “Group Term Life Insurance – Summary of Benefits” document; see attachment
  - Review “Life Conversion Checklist” document; see attachment
  - Complete “Request for Quote” sections
    - Section A – Employer/Group Administrator
      - Email GME HR for necessary information: [UBGMEHR@BUFFALO.EDU](mailto:UBGMEHR@BUFFALO.EDU)
    - Section B – Employee/Member
  - Complete “Application for Conversion of Group Life Insurance” – 2 pages
  - Complete “Supplementary Contact Information”
  - Submit to insurance carrier for review
  - If approved, individual is responsible for premium payment(s)
  - Work directly with insurance carrier



## QUESTIONS WELCOMED!

Send email to: [UBGMEHR@BUFFALO.EDU](mailto:UBGMEHR@BUFFALO.EDU)

To: All our graduating residents and fellows

Best of luck with your future personal and professional endeavors!

From: GME HR Team 😊

