

28-Day Waiting Periods for Benefits

Health, Dental, Vision, Life, Long-Term Disability (LTD), and Flex Spending Account (FSA) Benefits



Project Purpose:

SUNY reduced their benefit waiting periods for employees hired on or after 10/1/23 to 28 days. Based upon our desire to maintain comparable benefits to SUNY and employee and campus feedback, the Research Foundation is reducing the waiting period for health, dental, vision, life insurance, LTD, and FSAs to 28 days for eligible regular and postdoctoral employees hired on or after 7/1/24. The LTD plan will also cover part-time employees working .50 FTE or greater to be consistent with our other benefit plans.

Overview of Team's Efforts:

- Successful configuration of the Oracle Advanced Benefits module to streamline life event reasons, determine LTD eligibility for part-time employees and calculate coverage start dates for benefits.
- Technical code modifications to multiple functions that determine benefit waiting periods, break in service and life event reasons. Along with report changes to the LTD benefit report
- Excellent planning, teamwork, coordination, and seamless execution of activities
- Multiple iterations of the benefit changes in multiple environments
- Multiple iterations of testing
- Troubleshoot and issue resolution.
- Engaging HR focus group, demo's, communications, and updates to documentation.
- Production implementation efforts (Sunday) by multiple ITS members.
 - Migrate impacted customizations.
 - Manual configurations.

Completed Objectives

- The Oracle Advanced Benefits (OAB) module now automatically calculates a 28-day waiting period before coverage begins for eligible employees. Such as health, dental, vision, life, LTD and FSA.
- Part-time employees working .50 full-time equivalent (FTE) or above are now eligible for our employer paid LTD benefits and will be enrolled automatically.
- These changes bring the RF Benefit Program comparable to SUNY and more in line with peer organization standard benefit waiting periods.
- Communications, including benefit material revisions, website updates, campus communications, and benefit carriers.
- Seamless system changes from an end-user and campus HR perspective.

SUNYRF Strategic Goal: Provide Superior Service

Reducing the waiting periods will achieve comparability of benefits to SUNY employees and peer organizations, increase our ability to recruit top talent, and increase employee satisfaction with their RF benefits.

Team's Efforts In Hours

- Business Analysts: **350**
- Developers: **125**
- Quality Assurance: **16**
- HR Benefits Team: **200**

Total Estimated Effort in Hours ~ 691