

# 2023 Part-time benefits

Revised April 20, 2023

## **Q1. How many hours do I have to be scheduled to work as a regular part-time employee to be eligible for Stryker's healthcare, life, disability, wellbeing and Included Health benefits?**

- A. You must be regularly scheduled a minimum of 20 and a maximum of 39 average hours per week to be considered a part-time employee eligible for these benefits. However, there may be some differences in benefits under the life and disability plans. See below for more information and refer to the [Summary Plan Description](#) and/or plan certificates for specific details.

Note: In certain circumstances, as described in the eligibility requirements of our [Summary Plan Description](#), you may be eligible for only medical and prescription coverage if you are working less than 20 hours per week. Please contact the myHR team for more information.

## **Q2. How will part-time status affect my eligibility for tuition reimbursement?**

- A. Part-time employees are not eligible for the tuition reimbursement plan.

## **Q3. How will part-time status affect my 401(k)?**

- A. The benefits of the 401(k) plan stay the same; however, company contributions are calculated using your annual compensation as a factor. If there is a reduction in your annual compensation, there will also be a reduction in the amount of contributions the Company makes to your 401(k) account. Also, you must be credited with working at least 1,000 hours of service (as defined by the Plan) during the Plan Year and be actively employed on the last day of the Plan Year to be eligible for the company match and discretionary contributions.

## **Q4. How is my life insurance affected by part-time status?**

- A. You will be eligible for basic life and accidental death and dismemberment coverage if you are regularly scheduled to work at least 20 hours per week. Your life insurance amount is estimated at one times your annual benefit salary.

Supplemental Life Insurance, Spouse, and/or Dependent Life Insurance are only available to full-time employees. If you are moving from full-time to part-time status and you had Supplemental, Spouse, and/or Dependent Life Insurance as a full-time employee, you may be able to convert or port your coverage. If you are interested in porting or converting your Supplemental Life Insurance, Spouse, and/or Dependent Life Insurance, please contact the myHR team for the application that must be submitted to The Hartford. The request must be received by Hartford within 31 days after Life Insurance terminates, or 15 days from the date Your Employer signs the application, whichever is later. Portability/Conversion requests will not be accepted if they are received more than 91 days after Life Insurance terminates.

## **Q5. Will my part-time employment status affect my disability insurance?**

- A. You will be eligible for short-term disability benefits if you are regularly scheduled to work at least 20 hours per week; however, you will not be eligible for long-term disability benefits.

If you are moving from full-time to part-time status, you may be able to convert the long-term disability coverage you had in effect while being a full-time employee. The request to convert must

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be received by The Hartford within thirty-one (31) days from the date you are no longer a full-time employee. Qualifying disabilities, which occur prior to moving to part-time status, will remain covered by the plan. Please contact the myHR team for the application that must be submitted to The Hartford.

**Q6. How will part-time employment status affect my Family Medical Leave Act (FMLA) eligibility?**

- A. You are eligible for FMLA benefits if have been employed for at least one (1) year and have worked at least 1,250 hours over the previous twelve (12) months of employment as long as you work for a location that has 50 employees within a 75-mile radius.

**Q7. What are my healthcare employee costs as a part-time employee?**

- A. If you are regularly scheduled to work at least 20 hours per week, the part-time costs will be as follows:

<b>Plan Coverage Option</b>	<b>2023 Part-time Monthly Cost</b>
<b>UnitedHealthcare Choice PPO</b>	
Employee	\$186
Employee + 1	\$375
Family	\$582
<b>UnitedHealthcare Value PPO</b>	
Employee	\$170
Employee + 1	\$336
Family	\$524
<b>UnitedHealthcare Out-of-Area</b>	
Employee	\$182
Employee + 1	\$367
Family	\$569
<b>UnitedHealthcare Premium HSA</b>	
Employee	\$149
Employee + 1	\$291
Family	\$457
<b>UnitedHealthcare Basic HSA</b>	
Employee	\$63
Employee + 1	\$84
Family	\$115
<b>Kaiser Northern CA HMO (live or work in No.</b>	
Employee	\$202
Employee + 1	\$375
Family	\$586

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<b>Kaiser Southern CA HMO (live or work in No.</b>	
Employee	\$172
Employee + 1	\$312
Family	\$459
<b>HMSA (residents of Hawaii)</b>	
Employee	\$30
Employee + 1	\$361
Family	\$559
<b>BCBS of Alabama (residents of Alabama)</b>	
Employee	\$164
Employee + 1	\$302
Family	\$446
<b>Delta Dental</b>	
Employee	\$20
Employee + 1	\$40
Family	\$60
<b>EyeMed Vision Care</b>	
Employee	\$5
Employee + 1	\$10
Family	\$15

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