

2024 Part-time benefits

Revised September 22, 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?

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?

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

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

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?

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/Domestic Partner, 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/Domestic Partner, and/or Dependent Life Insurance as a full-time employee, you may be able to convert or port your coverage. When this occurs, you will automatically receive information in the mail from Unum with instructions on how to apply for portability or conversion. The completed portability or conversion application must be received by Unum within 90 days from your loss of coverage.



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

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 a full-time employee moving to part-time status, you may be eligible to convert your long-term disability benefits. When this occurs, you will automatically receive information in the mail from Unum with instructions on how to apply for conversion. The completed conversion application must be received by Unum within 90 days from your loss of coverage.

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

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?

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

Plan Coverage Option	2024 Part-time Monthly Cost
UnitedHealthcare Choice PPO	
Employee	\$186
Employee + 1	\$375
Family	\$582
UnitedHealthcare Value PPO	
Employee	\$170
Employee + 1	\$336
Family	\$524
UnitedHealthcare Out-of-Area	
Employee	\$182
Employee + 1	\$367
Family	\$569
UnitedHealthcare Premium HSA	
Employee	\$149
Employee + 1	\$291
Family	\$457
UnitedHealthcare Basic HSA	
Employee	\$63
Employee + 1	\$84
Family	\$115
Kaiser Northern CA HMO (live or work in No.	

The benefits outlined in this document are summaries only and are subject to the actual provisions of the respective plan documents in effect covering such benefits. Stryker reserves the right to alter, modify, amend, or terminate these benefits within the law, in a manner in which we believe to be in our and our associates' best interest as affected by business conditions. If there are any differences between the information in this summary and the plan documents or contracts, the plan document or contract will prevail.



Employee	\$246
Employee + 1	\$457
Family	\$715
Kaiser Southern CA HMO (live or work in No.	
Employee	\$183
Employee + 1	\$332
Family	\$488
HMSA (residents of Hawaii)	
Employee	\$33
Employee + 1	\$387
Family	\$600
BCBS of Alabama (residents of Alabama)	
Employee	\$178
Employee + 1	\$328
Family	\$485
Delta Dental	
Employee	\$20
Employee + 1	\$40
Family	\$60
EyeMed Vision Care	
Employee	\$5
Employee + 1	\$10
Family	\$15

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