

Employee Fee Waiver Discussion Points

From January 9, 2009

WAIVER FOR THE EMPLOYEE

1. Should there be a vesting period?

- Miami – 3 continuous years

2. Should General Fee be waived for employee or paid by the planning unit?

- OU and MU do not centrally waive the General Fee
- Currently, planning units with sufficient budget are able to cover the General Fee

WAIVER FOR SPOUSES & DEPENDENTS

1. Should there be a vesting period before the benefit starts?

- MU: 3 years for full-time; 10 years for part-time
- BGSU: 3 years
- CSU: 1 year for faculty; 2 years for staff

2. Should there be a definition of eligible dependent?

- IRS Dependent: UT, YSU, WSU, CSU, MU, BGSU
- >50% financial dependence, unmarried: KSU, AU

3. Domestic Partners Benefit

- OU, CSU, MU offer this benefit

4. Should the benefit only apply to certain degrees?

- Undergraduate Only: UT
- Two degrees: CSU
- Not Medical: WSU

5. Should there be an age or credit hour limit?

- OSU: greater 12 quarters or 200 credits
- YSU: age 24
- KSU: under 25 (changed from under 28 in 2005)
- CSU: lesser of 144 hours or 2 degrees

6. Should there be an amount limit?

- OSU: 50% of the UG instructional + general fee rate (75% if both parents employed)
- CSU: 100% UG, 50% graduate
- MU: 100% for FT employee, 50% for PT
- WSU: 80% of tuition

7. Should the general fee be included?

- UT: If hired before 1995
- KSU: The only IUC institution that still does

8. Should the employee pay for failed courses?

- OSU does this

9. Should dependents that are eligible for university or other aid be able to receive the full employee fee waiver benefit if this amount would exceed the total instructional and general fee?

FOLLOWING EMPLOYEE RETIREMENT OR DEATH

1. Should the spouse remain unmarried to receive benefit?

- UT, YSU and MU

2. Should there be a vesting period or limit after death?

- OSU: 10 years; must start taking classes within 5 years
- UT: 5 years; spouse must remain unmarried
- MU: 10 years; benefit until end of the academic year during which death occurred
10-15 years – benefit for UG only until age 25
>15 years – until age 25 or UG degree, whichever is first

3. Should there be a vesting period or limit after the employee retires?

- WSU: after 10 years of service
- CSU: after 5 years of service
- KSU: after 10 years of service
- MU: 10 years – UG only, expires in 5 years
10-15 years – UG only, expires in 7 years
15-20 years – UG only, expires in 10 years
>25 years – until age 2 or UG degree, whichever is first