

RCUH Employee Benefits by Status and FTE

	RCUH Policy	Voluntary or Automatic Enrollment	Regular Status Employee Eligibility	Non-Recruited Employee Eligibility Temporary, Student Assistant, Intermittent
1	Workers' Compensation	3.590	Automatic	Any FTE <i>UH Marine Center only: Ship/Sea Operations covered by Jones Act</i> Eligible
2	UH ID Card	3.610	Voluntary	Any FTE Temporary employees may be eligible - contact RCUH Employment
3	Service Awards	3.440		Any FTE Not Eligible
4	Outstanding Employee of the Year	3.450		Any FTE Not Eligible
5	Holidays (observed by the University of Hawai'i and Hawai'i State Agencies)	3.344	Automatic	Any FTE Not Eligible
6	Vacation Leave (paid time off)	3.620	Automatic	All employees with vacation leave balance Not Eligible
7	Vacation Leave Accrual	3.620	Automatic	50% and above Not Eligible
8	Sick Leave (paid time off)	3.640	Automatic	50% and above; TDI/ASL may be applicable to all employees TDI/ASL may be applicable to all employees
9	Sick Leave Accrual	3.640	Automatic	50% and above Not Eligible
10	Advanced Sick Leave (ASL) (paid time off)	3.640		50% and above; TDI/ASL may be applicable to all employees TDI/ASL may be applicable to all employees
11	Temporary Disability (TDI) (paid time off)	3.640		Any FTE if not eligible for Advanced Sick Leave Any FTE
12	Other Leaves - paid and unpaid time off: Bereavement, Jury Duty, Blood Donation, Parent Teacher Conference, FMLA/HFLL, Military, Victim's Leave	Various		Any FTE May be eligible for leave of absence - contact RCUH Employee Benefits
13	Medical	3.520	Voluntary	50% and above May be eligible under Policy 3.520B
14	Dental	3.520	Voluntary	50% and above Not Eligible
15	Flexible Spending Accounts (FSA Healthcare, FSA Dependent Care)	3.530	Voluntary	50% and above Not Eligible
16	Pre-Tax Transportation Accounts (Parking, Bus Pass)	3.530A	Voluntary	50% and above Not Eligible
17	Group Retirement Annuity (401a employer contribution)	3.560	Automatic	50% and above Not Eligible
18	Supplemental Retirement Annuity (403b employee contribution)	3.560	Voluntary	Any FTE Any FTE
19	Life Insurance	3.540	Automatic	75% and above Not Eligible
20	Long Term Disability (including Employee Assistance Program EAP)	3.570	Automatic	75% and above Not Eligible
21	Long Term Care <i>No new enrollments eff 02/01/2026</i> <i>RCUH ceasing benefit admin eff 04/01/2026</i>	3.545	Automatic	75% and above Not Eligible
22	Supplemental Long Term Care	3.545	Voluntary	75% and above Not Eligible
23	Tuition Expense Reimbursement	3.460	Voluntary	100% Not Eligible

IMPORTANT: Refer to actual policy document for details on eligibility - there may be additional requirements in addition to employee status and FTE (work location, years of service, visa status, etc.). Eligibility/enrollment in benefit does not guarantee approval of claim.