

# Benefits Continuation after Employment Ends

For full information, visit <https://hr.uoregon.edu/leaving-uo-benefits-changes>

## Medical, dental, and vision insurance

If you are paid for at least 80 hours (hourly employees) or half the working days (salaried employees) in your last month, your medical, dental, and vision coverage will continue through the end of the following month.

If you are paid for less than 80 hours (hourly employees) or half the working days (salaried employees) in your last month, your benefits will end the last day of that month.

## Options after your PEBB insurance ends

**COBRA** is a federal law that allows continued coverage. Contact BenefitHelp Solutions at 877-433-6079 or review information located at: <https://www.oregon.gov/oha/PEBB/Pages/Non-Employee.aspx>

The national **Health Insurance Marketplace** offers coverage when you lose your employer-provided health plan. Call 800-318-2596 or visit <https://www.healthcare.gov/>.

## Flexible spending accounts

If you have a health care FSA and would like to continue with after-tax COBRA contributions, contact BenefitHelp Solutions at 1-800-433-6079. Dependent care FSAs cannot be continued.

## Retirement accounts

To discuss your retirement accounts, contact the retirement plans directly:

- **PERS:** 888-320-7377.
- **Fidelity:** 800-343-0860.
- **TIAA:** 800-842-7715.
- **Valic:** 800-448-2542.
- **Oregon Savings Growth Plan:** 800-365-8494.

## Vacation leave

- **Classified employees:** If you have been employed for at least six months, you will be paid for unused vacation leave, up to 250 hrs.
- **Unclassified employees:** You will be paid for unused vacation leave, up to 180 hrs.

## Sick leave

Unused sick leave hours are not paid out when employment ends.