

## BENEFIT ELIGIBILITY

MCC's Board of Directors' directive: Provide retirement income security plus health and welfare benefits to all employees scheduled to work 20 hours or more per week. The following benefits are available to regular employees and their dependents of participating units. Seasonal and temporary employees are not eligible. **Please note: Not every unit offers every benefit available.**

**Medical:**

20 hours/week at one (1) unit

**Dental:**

20 hours/week at one (1) unit

**Vision:**

20 hours/week at one (1) unit

**Life and Accidental Death and Dismemberment:**

20 hours/week at one (1) unit

**Voluntary Life:**

20 hours/week at one (1) unit

**Short-Term Disability:**

20 hours/week at one (1) unit

**Long-Term Disability:**

20 hours/week at one (1) unit

**Lay Employees' Retirement Plan:**

20 combined hours/week at one (1) *or more* units

**403(b) Retirement Plan:**

Any number of hours at one (1) unit

**Unemployment:**

Any number of hours at one (1) *or more* units

**Eligible Dependents:**

Legally Domiciled Adults (LDA)

Dependent children up to the age of 26

Qualified Medical Child Support Orders (QMCSO): Court order mandating insurance coverage be provided to children. MCC must receive a copy of the court order prior to applying any changes to the employee's benefit elections.