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HSC OP: 70.05, establishes the Texas Tech University Health Sciences Center (TTUHSC) state and federal insurance benefit programs.

REVIEW: This HSC OP will be reviewed on August 15th of every year (EY) by the Associate Vice President, Human Resources, with recommendations for revisions forwarded to the

- d. The end of the month in which the death of a team member occurs; or
- e. The end of the month in which Human Resources receives a cancellation request completed by the team member.

4. **Continuation of Insurance Coverage.**

- a. **Between Terms Leave Without Pay.** Team members not working during the summer months or who are working less than 50 percent time during the summer months are entitled to continue coverage in all insurance plans and to receive premium-sharing contributions if:

- (1) The team member was eligible to participate during the semester immediately preceding the summer months;
- (2) Is expected to return to a status eligible to participate in the fall;
- (3) (3) I

- b. **Federal Insurance Combined Act (FICA).** All team members are required to participate in FICA contributions to Social Security (OASDI) and Medicare Hospitalization Insurance (MEDHI). Visit Social Security online at www.ssa.gov for further information and potential exemptions. (1)
- c. **Unemployment Compensation Insurance.**