



THE UNIVERSITY  
of NORTH CAROLINA  
at CHAPEL HILL

OFFICE OF  
HUMAN RESOURCES

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**To:** UNC-Chapel Hill Employee

**From:** Benefits Services  
Office of Human Resources, UNC - Chapel Hill

**Subject:** Leaving University Employment

When your employment ends at UNC-Chapel Hill, your eligibility for benefits will also change, as described in the attached materials. Please take the time to examine this important information.

If you have questions about your benefits after reviewing this material, please contact your Benefit Specialist at 919-962-3071.

# Leaving UNC-Chapel Hill: Important Information About Pay and Benefits

## Final Paycheck and Other Information

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**Your final check will NOT be directly deposited into your bank account; instead, it will be delivered directly to your department.** Contact your HR Facilitator to make arrangements to receive your check. *(To find out who your department's HR Facilitator is or to locate their contact information, go to <http://hr.unc.edu/departments/hrinfo/hrf-lists>.)*

- **Tax Withholding Statement (W-2):** The University will send your "Tax Withholding Statement" (Form W-2) to your home address in January of the year following your termination of employment. Contact Payroll Services at 962-0046 if you have any questions, or if you need to request a duplicate Form W-2.
- **Forwarding Address:** You should instruct your HR Facilitator in regards to the handling of your final paycheck and a forwarding address if appropriate. If you plan to relocate, you should notify the University of your new mailing address by changing your home address in the UNC online directory prior to leaving the University. This will assure timely delivery of your W-2 form.
- **Vacation Leave Payout:** EPA Non-Faculty\* and SPA employees leaving state service are paid in a lump sum for unused accumulated vacation leave not to exceed 240 hours (prorated for part-time employees). Any deficit is deducted on an hour-for-hour basis. Vacation pay is included in the final University paycheck. Contact your HR Facilitator to determine your current leave status. EPA Faculty do not receive a payout of vacation leave.

SPA employees who leave employment as a result of a reduction in force (i.e. layoff) will forfeit any vacation leave in excess of 240. However, if, within one year of your layoff separation date you return to state employment in an SPA permanent appointment (regularly scheduled for 20 or more hours per week), the vacation hours in excess of the 240 hours will be reinstated to you.

\*For EPA non-faculty employees who have been employed a total of 24 months or less by one or more State or local governmental agencies, vacation leave payout is equal to one day for each month worked, less the number of days of annual leave taken during the employment period. For EPA non-faculty employees employed for more than 24 months by one or more State or local governmental agencies, the employee may elect to take all or part of unused annual leave prior to discontinuation of employment up to 30 days, or the employee may elect to be paid in a lump sum for any accrued annual leave that is unused as of the date of discontinuation up to the maximum of 30 days.

- **Bonus Leave Payout:** EPA Non-Faculty and SPA employees who have accrued bonus leave and are leaving state service are paid in a lump sum for unused accumulated bonus leave. Bonus leave pay is included in the final University paycheck. Contact your HR Facilitator to determine your current leave status. EPA Faculty do not receive a payout of bonus leave.
- **Sick Leave:** Unused accumulated sick leave is not paid upon departure. Unused accumulated sick leave is reinstated if you return to state employment as a permanent employee regularly scheduled to work 20 hours or more per week within five years of termination of employment.
- **Prorated Longevity Pay:** If you are an SPA employee and are eligible for longevity pay, then you will receive a prorated amount based on the date of your departure from the University. This check is delivered directly to your department; contact your HR Facilitator for details.
- **Payment for Parking Permit:** If you have a payroll deduction for a University parking permit, you should return the permit to your Department Parking Coordinator or directly to the Department of Public Safety. Failure to return the permit will result in a lump-sum deduction for the remaining balance from your final paycheck.
- **Email Account Forwarding:** If you have an Onyen and email account at the University, they will continue to be active for 60 days following your date of departure. To forward your email to a personal email address, contact the IT Resource Center at 962-HELP. You can also use the vacation service to notify people of your new email address for 60 days following your departure.
- **UNC OneCard:** Upon departure from the University, return your card to either the UNC OneCard Office or your department's HR Facilitator. Your card number will be deactivated.
- **Gym and Pool Privileges:** After you leave the University, you are no longer eligible to participate in gym or pool activities.
- **Unemployment Insurance:** To apply for Unemployment Insurance benefits, visit the Employment Security Commission web site at <http://www.ncesc.com> or call 1-877-841-9617.

## Health Insurance

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### **State Health Plan Coverage:**

You and your covered dependents can elect to continue your health insurance coverage through COBRA for up to 18 months immediately following the termination of your coverage. Spouses and dependent children can elect to continue their coverage even if the employee does not.

- You will be responsible for paying the full cost of the monthly premium, plus a 2% administrative fee. Premiums are due one month in advance of coverage and are paid directly to Blue Cross/Blue Shield (BC/BS).
- Your coverage as an active employee will end the month following the last month the “full” premium was paid.
  - If your employment termination date is on or after the 15th of the month, health benefits will be effective through the last day of the following month. For example, with a termination date of January 17th, health plan coverage is effective through the month of February.
  - If your employment termination occurs between the 1st and 14th of the month, health plan coverage is effective through the last day of the month of termination. For example, an employee who terminates employment on January 5th may have health plan coverage through the remainder of January.
  - To determine the date your coverage will end, please contact your Benefit Specialist.

### **How to continue your coverage:**

You will receive information on your COBRA coverage options and costs directly from Blue Cross Blue Shield. You will receive that information within 30 days of the date your coverage ends.

You should complete an address change form, available at [www.shpnc.org](http://www.shpnc.org), if you are relocating, so Blue Cross Blue Shield can contact you at your new address.

To contact the State Health Plan, call 1-888-234-2416.

### **Reduction in Force Special Continuation Rules**

Health Insurance under the State Health Plan Coverage may be continued for up to one year following the date of separation for SPA and certain EPA Non-faculty employees, provided you had 12 or more months of consecutive state service and were covered under the plan at the time of the job’s elimination. The University will continue to pay the employer contribution towards the cost of healthcare during this one year period. Any required employee premiums, including dependent coverage, would continue to be paid by you. Payment arrangements are coordinated with the Benefits Specialist during the layoff information session.

Continuation of coverage will terminate if you or your dependents obtain coverage under another group health plan during this one year period. If the other group health plan has a pre-existing condition limitation and you have 12 or fewer months of coverage before enrolling in the other plan, you may continue coverage under the State Health Plan until this pre-existing condition limitation is met.

At the expiration of this one year, you will receive notification from the State Health Plan on how to continue your coverage, and that of any dependents. If you elect to continue coverage, you will be required to pay the full cost. There is no time limit as to how long this coverage may be purchased.

### **Retiree Health Insurance Special Continuation Rules**

If you retire or terminate your employment and you have five years of State Membership Service in the Teachers' and State Employees Retirement System (TSERS) or are vested in Optional Retirement Program (ORP), you may be eligible to continue to receive retiree health insurance through the State Health Plan as long as you are receiving a monthly retirement benefit from either TSERS or the ORP.

If you withdraw all of your retirement contributions in TSERS or your ORP account, you will **NOT** be eligible for retiree health coverage. Health insurance coverage as a State Retiree will begin one month after the start of your monthly annuity benefit through TSERS or your ORP account.

- If you were hired prior to October 1, 2006, the State may pay the total cost of your health insurance premium depending on the plan you were enrolled in at the time of your retirement. You pay 100% of the cost of dependent coverage.
- If you were *hired on or after October 1, 2006*, the State may pay the total cost of your health insurance premium depending on the plan you were enrolled in based on the following schedule.
  - 20 or more years of TSERS or ORP participation, the State may pay 100 percent of your contribution.
  - If you have 10 but less than 20 years of TSERS or ORP participation, the State may pay 50 percent of your contribution.
  - If you have less than 10 but at least five years of TSERS or ORP participation, you are eligible for coverage, but you must pay the full cost of coverage.
  - You pay 100% of the cost of dependent coverage.

## Dental Insurance

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### ***Assurant Dental (Fortis) Coverage:***

You and your covered dependents can elect to continue your dental insurance coverage through COBRA for up to 18 months immediately following the termination of your coverage. Spouses and dependent children can elect to continue their coverage even if the employee does not. You will be responsible for paying the full cost of the monthly premium, plus a 2% administrative fee. Premiums are due one month in advance of coverage and are paid directly to Assurant Dental.

- Your coverage as an active employee will end the month following the last month the “full” premium was paid.
  - If your employment termination date is on or after the 15th of the month, health benefits will be effective through the last day of the following month. For example, with a termination date of January 17th, dental plan coverage is effective through the month of February.
  - If your employment termination occurs between the 1st and 14th of the month, dental plan coverage is effective through the last day of the month of termination. For example, an employee who terminates employment on January 5th may have dental plan coverage through the remainder of January.
  - To determine the date your coverage will end, please contact your Benefit Specialist.

### ***How to continue your coverage:***

You will receive information on your COBRA coverage options and costs directly from Assurant Dental. You will receive that information within 30 days of the date your coverage ends.

To contact Assurant Dental, call 1-800-757-9796.

### ***United Concordia (NC Flex Dental Plan):***

- Employees will be covered through the end of the month in which they terminate from the University. If you have additional questions about your coverage, contact your Benefit Specialists.
- You can elect to continue coverage for up to 18 months immediately following the end of your coverage.

### ***How to continue your coverage:***

You will receive information on your COBRA coverage options and costs directly from United Concordia. You will receive that information within 30 days of the date your coverage ends.

## Vision Insurance

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### ***Superior Vision (NCFlex) Coverage:***

- Employees will be covered through the end of the month in which they terminate from the University. If you have additional questions about your coverage, contact your Benefits Specialists.
- You can elect to continue coverage for up to 18 months immediately following the termination of your coverage.

### ***How to continue your coverage:***

You will receive information on your COBRA coverage options and costs directly from Superior Vision. You will receive that information within 30 days of the date your coverage ends.

## Cancer Insurance

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### ***American Heritage Life (NCFlex) Coverage:***

- Employees will be covered through the end of the month in which they terminate from the University. If you have additional questions about your coverage, contact your Benefit Specialist.
- You or your covered dependents can convert your cancer insurance coverage to an individual policy within 30 days of your termination date.

### ***How to continue your coverage:***

Complete the Cancer Conversion Form available at [www.ncflex.org](http://www.ncflex.org) and send it to Benefits Services within 30 days of your termination date.

## Critical Illness Insurance

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### ***MetLife Critical Illness (NCFlex) Coverage:***

- Employees will be covered through the end of the month in which they terminate the University. If you have additional questions about your coverage, contact your Benefit Specialist.
- When your employment ends, you may elect to continue your coverage for yourself and your dependents at the current group rates.

### ***How to continue your coverage:***

Complete the Critical Illness Continuation of Coverage Form available at [www.ncflex.org](http://www.ncflex.org) and send it to Benefits Services within 45 days of your termination date.

## Flexible Spending Accounts

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### ***If you are enrolled in either the Health Care or Dependent Day Care flexible spending accounts:***

- You can file for claims for eligible services incurred prior to your termination from the University. **Services incurred after your termination will not be covered.**
- Your claims must be submitted by the same date as active employees, which is March 31 of the year after your expenses were incurred.
- Any unused money in your account is forfeited and remains with the State.
- An 18-month continuation plan through COBRA is offered *for the health care spending account only*. This continuation plan is an after-tax plan. Services received after your termination date cannot be claimed unless you elect continued coverage through COBRA.

### ***How to continue your coverage for the Health Care Flexible Spending Account:***

Aon Consulting will send the continuation information to your home address.

If you do not receive this information within 30 days of your termination date, contact Aon Consulting at 877-371-2926.

## Mandatory Retirement

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### ***Teachers' and State Employee's Retirement System (TSERS)***

#### ***Important facts for TSERS members:***

- Contributing participation in the Teachers' and State Employees' Retirement System (TSERS) ceases upon your departure from state employment. You will, however, retain your account as long as you do not withdraw your contributions.
- If you have 60 or more months of creditable service in TSERS, you are "vested," which means you become eligible for a retirement benefit when you reach the qualifying age **if you do not withdraw your contributions.**
- If you do not withdraw your accumulated contributions from TSERS and you return to state employment as a permanent employee regularly scheduled to work 30 hours or more each week, your TSERS account will be reactivated and you will continue to add to the creditable service you had previously accumulated.
- If you withdraw or roll over your accumulated contributions from TSERS, you **forfeit** all rights to any benefits provided by TSERS.
- If you withdraw your contributions, but return to state employment as a permanent employee regularly scheduled to work 30 hours or more per week, your TSERS account will be that of a new employee. However, you can buy back retirement credit after you have become vested (60 months of contributions).
- You are eligible to receive fully paid retiree health insurance through the State Health Plan if you were hired by the State prior to Oct. 1, 2006, and have completed 60 months of contributory service, or if you were hired by the State on or after Oct. 1, 2006, and have completed 20 years of contributory service. **You must leave your contributions in your TSERS account to be eligible for**

**retiree health insurance.** Contact your Benefits Specialist for additional information on your eligibility.

- You may wish to seek financial advice concerning the effects – including tax consequences – if you decide to withdraw your TSERS contributions. If you were vested in TSERS on or before August 12, 1989, your TSERS retirement benefits, no matter what amount, are exempt from State income tax. **If you withdraw your TSERS contributions, you will forfeit your right to this exemption.**

***Actions required:***

If you decide to maintain your TSERS account following your departure from the University, you do not need to take any action.

If you wish to receive a refund of your TSERS contributions or roll over your account, complete the Withdrawing Your Retirement Service Credit and Contributions Form (Form 5) available from the TSERS website at [www.nctreasurer.com](http://www.nctreasurer.com).

**You should read carefully the important information on Form 5 regarding the taxability of the refund before deciding how to receive your contributions.**

Complete Form 5 in black ink and have it **notarized**. In limited situations, Employer Certification is required on Form 5. If your request meets the reason(s) listed for Employer Authorization, send the form to Benefits Services. Otherwise, the form can be sent directly to TSERS at the address on the bottom of the form. State law provides that your refund cannot be paid any earlier than 60 days after your final paycheck.

If you leave state employment with less than five years of creditable service, interest on contributions will not be paid after July 1, 1981, unless termination is involuntary. If you terminate employment with more than five years of creditable service, 4 percent interest is paid on contributions. This interest is compounded annually and is credited at the end of each calendar year.

Active Employees can call TSERS at (919) 807-3050. Retirees can contact TSERS at (919) 733-4191 for more information on account balances and refunds.

***Discontinued Service Retirement***

SPA employees who leave employment as a result of a reduction in force (i.e. layoff) could request discontinued service retirement and begin to receive State retirement benefits, rather than severance pay. To be eligible, you must have:

- 20 or more years of creditable retirement service and be age 55 or older to receive an unreduced benefit
- 20 or more years of creditable retirement service and be age 50 or older to receive a reduced benefit (reduced by 1/4 of 1 percent for each month under age 55)

This benefit is subject to the availability of departmental funds and approval by the State Budget Director on the recommendation of the State Personnel Director.

## **Optional Retirement Program (ORP) for EPA Employees**

### **Important facts for members who enrolled in the ORP:**

- Your contributing participation in the Optional Retirement Program (ORP) ends upon your departure from University employment. You will, however, retain your account as long as you do not withdraw your contributions.
- If you have completed five years of participation in the ORP, you are “vested” in the University’s contributions
- If you withdraw or roll over your accumulated contributions from the ORP, you **forfeit** all rights to any benefits provided by ORP.
- If you were enrolled in the ORP on or before August 12, 1989, your ORP retirement benefits, no matter what amount, are exempt from State income tax. **If you withdraw or roll over your ORP contributions, you will forfeit your right to this exemption.**
- If you are leaving UNC-Chapel Hill with less than five years of participation in the ORP but are beginning a new job with another educational institution, and you plan to continue to participate in a substantially similar retirement program at your new employer with one of the four ORP vendors (AIG Retirement, Fidelity, Lincoln National or TIAA-CREF), then UNC-Chapel Hill’s contribution to your ORP will be vested as long as you begin your new job within one year from your termination date.
- If you have not completed five years of ORP participation and will not continue participation in a similar plan at another educational institution, State law requires that your ORP be repurchased. Your contributions can be refunded to you, you can keep them in your account with your ORP vendor, or you can directly roll over the taxable portion of your contributions to an Individual Retirement Account (IRA) or other employer plan. **You may wish to seek financial advice concerning the effects – including tax consequences – if you decide to withdraw your ORP contributions.** The employer contributions made to your account will be refunded to the University.

### **Actions required:**

Complete the ‘**Acknowledgement for Disposition of Account Contributions**’ form (ORP-3 Form) at <http://www.northcarolina.edu/hr/ga/benefits/retirement/ORP/ORPMain.htm>. Keep a copy for your records and return the original to the Benefit Administration Office within 30 days of your termination date. If you do not complete this form, you will experience delays when you attempt to access funds in your ORP accounts.

If you are making any changes to your vendor account (closing the account, rollover of contributions, etc.), contact your ORP vendor directly.

For more information on the ORP, visit

<http://www.northcarolina.edu/hr/ga/benefits/retirement/ORP/ORPMain.htm>.

## Supplemental Retirement Programs [403(b), 457(b), or 401(k)]

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### ***If you are contributing to any of the Supplemental Retirement plans:***

- Contributing participation ceases upon your departure from the University.

### ***Actions required:***

No action need be taken if you wish to leave existing assets in your account. Contact the vendor(s) directly for information about the status of your account, including receiving annuity payments, requesting a distribution of assets, or transferring/rolling over your account assets. You will need to notify the vendor directly if you have an address change.

## Group Life Insurance

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### ***MetLife Coverage:***

- Your group life coverage will continue through the end of the month in which you terminate from the University.
- You can elect to continue your MetLife Group Term Life Insurance policy by applying for coverage through a separately rated portability program within 31 days of the date of your departure from the University.
- You can also convert your coverage to a whole life policy.

### ***How to continue your coverage:***

MetLife will mail a packet to your home address outlining your options. If you do not receive a packet within 31 days from your date of termination, you can contact MetLife directly at 1-877-275-6387 for information on conversion or portability.

### ***ING Life (NCFlex) Coverage:***

- Employees will be covered through the end of the month in which they terminate from the University. If you have additional questions about your coverage, contact your Benefit Specialist.
- You can elect to continue your ING Group Term Life Insurance policy by applying for coverage through a separately rated portability program within 30 days of the date of your termination from the University.
- You can also convert your coverage to a whole life policy within 30 days of the date of your termination from the University.
- Premium rates for portable term life insurance are generally less expensive than conversion rates.

### ***How to continue your coverage:***

Complete the Term Life Continuation or Conversion Form at [www.ncflex.org](http://www.ncflex.org) and send it to Benefits Services within 30 days of your termination date.

## Accidental Death & Dismemberment Insurance

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### **Reliance Standard Coverage:**

- Employees will be covered through the end of the month in which they terminate from the University. If you have additional questions about your coverage, contact your Benefit Specialist.
- You can elect to convert to individual coverage within 30 days from your last day of employment with the University.

### **How to continue your coverage:**

Contact Benefits Services for a conversion form. This form must be certified by the University prior to being sent to Reliance.

### **AC Newman (NCFlex) Coverage:**

- Employees will be covered through the end of the month in which they terminate the University. If you have additional questions about your coverage, contact your Benefit Specialist.
- You may apply for a conversion policy if your coverage ends because your employment ends. You or a covered dependent must apply in writing and pay the first premium within 45 days of coverage terminating under the plan.
- You can elect to continue your AD&D coverage for yourself and your dependents at the current group rates. You need to apply for portable coverage within 45 days of your termination date.

### **How to continue your coverage:**

Complete the AD&D Portability or Conversion Form available at [www.ncflex.org](http://www.ncflex.org) and send it to Benefits Services within 45 days of your termination date.

## Supplemental Disability Insurance

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### **The Standard Coverage:**

- Your coverage will end upon your departure from the University.
- You can elect to convert to individual coverage if you are currently enrolled in the plan and you have had at least 12 months of continuous coverage under the plan.
- You can elect to convert to individual coverage within 30 days from your last day of employment with the University.

### **How to continue your coverage:**

Complete a conversion form available from the Benefits Services Office within 30 days of your termination date.

### **Liberty Mutual Coverage:**

- Your coverage will end upon your departure from the University.

## Long-Term Care Insurance

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### **Prudential Long Term Care Coverage:**

- Your coverage will continue through the end of the month in which you leave the University.
- You can elect to convert to individual coverage within 30 days from your last day of employment with the University.

### **Actions required:**

Contact Prudential Long Term Care at 800-284-9648 (group name is stateplan; password is stateplanltc) or e-mail [LTC4me@prudential.com](mailto:LTC4me@prudential.com) regarding continuation options.

## Auto and Homeowners' Insurance

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### **If you have coverage for auto or homeowners' insurance through the University:**

- You can elect to continue coverage upon leaving University employment by paying the remaining amount due for the policy year.

### **How to continue your coverage:**

Contact General Casualty Insurance Company at 866-260-7512 regarding continuation options. Identify yourself as a member of the UNC program.

## Tuition Waiver Program

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If an employee's work schedule changes to less than 30 hours per week during the period of attendance, or if the employee separates from permanent employment during the period of attendance, the employee will be billed for all or part of the tuition for the entire semester even if s/he officially withdraws from the course, as provided in the policies and procedures established by the Cashier's Office of the enrolling institution.

If you have any questions please call the University Cashier's Office at 962-1368.

## Educational Assistance

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Once you terminate employment, you are longer eligible to apply for educational assistance.

If an employee has been approved for educational assistance and started coursework prior to separation by reason of Reduction in Force (i.e. layoff), UNC may honor its reimbursement commitment. However, if your layoff separation date is prior to the beginning of the course, UNC is not obligated to reimburse you. If the coursework has not started when the notification of layoff is delivered, the approval will be canceled.

If you have any questions please contact your Benefits Specialist.

## State Employees' Credit Union

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If you are a member of the State Employees' Credit Union, you can continue your membership by maintaining a balance of \$25 in your share account.

If you have a loan with the Credit Union and have a payroll deduction for the loan payment, contact the Credit Union ([www.ncsecu.org/](http://www.ncsecu.org/)) for information on payment options.

## Benefits Services Contact Information

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Phone Number: 919-962-3071

Email: [benefits@unc.edu](mailto:benefits@unc.edu)

Website: <http://hr.unc.edu>

Address: University of North Carolina at Chapel Hill  
104 Airport Drive  
Chapel Hill NC 27599-1045