

MEDICAL COLLEGE OF OHIO

Subject: SURVIVING SPOUSE BENEFITS - CONTRACT EMPLOYEES

Policy No.: 06-016

The "surviving spouse" is the widow or widower of a deceased faculty or administrative contract employee.

"Dependent child" means any unmarried child or legally adopted child of a deceased contract employee under age 18 (or under age 22 if the child is a full-time student) or a child adjudged physically or mentally incompetent at any age. If the child is not domiciled in the household of the deceased contract employee at time of death, proof must be submitted that the deceased contract employee contributed one-half or more of the child's support during the twelve months prior to death.

The Surviving Spouse Support Group, of the Faculty Spouses Organization, will maintain contact with surviving spouses for six to twelve months after a contract employee's death.

The Human Resource Department will assist the surviving spouse in obtaining all appropriate benefits and in collecting personal effects from the Medical College of Ohio. Information on all benefits to which contract personnel and spouses are entitled is available through the Human Resources Department.

The Office of Communication will maintain a complete, current mailing list to ensure that surviving spouses are included in institutional social activities.

A free lifetime parking permit will be available for surviving spouses.

A permanent identification card, which designates the individual as a surviving spouse, will be issued by Human Resources.

The surviving spouse will have library privileges.

Access to the Early Learning Center facilities will be extended to the dependent children of the deceased contract employee.

Medical insurance shall be continued for the surviving spouse and eligible dependents at no cost for six (6) months. The premium shall be paid by APMCO if the deceased full-time contract employee is a physician and member of APMCO. MCO shall pay the premium if the deceased full-time contract employee is not a member of APMCO. The surviving spouse and eligible dependents may continue on the Medical College of Ohio group insurance for an aggregate period of three (3) years, with eligible survivor(s) obligated to pay the group premium in advance monthly to Medical College of Ohio after the first six (6) months.

Medical College medical insurance will not be provided when surviving spouse and eligible dependents qualify for health coverage under any of the State of Ohio retirement systems.

Tuition remission will be provided for the children of a deceased contract person with at least five (5) years of MCO full-time service admitted as a student to the Medical College of Ohio.

The foregoing does not apply to grandfathered limited contract employees.

Source: Vice President for Operations

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Surviving Spouse Benefits - Contract Employees
06-016
Page 2

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