Benefits Guide for Leaving Brown University

Health, Dental and Vision Insurance

Brown University group Health, Dental and Vision Insurance coverage will end on the last day of the month that your employment ends. After that you may be able to continue your coverage through COBRA.

COBRA

Sentinel Benefits will mail COBRA information to your home address in Workday after your termination date. You have 60 days from the date of your termination to sign up for COBRA. The coverage will then be retroactive to the first of the month after your active coverage with Brown ends.

- Sentinel Benefits: 1-888-762-6088

Over 55 and Under 65 with at Least 10 Years of Service

You are considered a “retiree” if you leave Brown at age 55 or older with at least 10 years of service. As a retiree, you may continue Brown’s group health insurance plan until the first of the month in which you reach age 65. You will pay the full premium less a fixed dollar offset on a monthly basis.

65 and Over

You should begin to research your Medicare options three to six months prior to leaving Brown. To learn more about Medicare and Supplemental Plans contact:

- Doctor’s Choice: 401-404-7373 (private company)
- Office of Healthy Aging: 401-462-3000 (State of RI)
- SHINE Program: 800-243-4636 (State of MA)

Flexible Spending Accounts (FSA’s)

Health Flexible Spending (HFSA) and Dependent Care Flexible Spending Accounts (DCFSA) will terminate on your last day of employment. You may be reimbursed for eligible expenses incurred prior to your termination date. Flexible spending accounts may also be continued through COBRA coverage.

Please contact Sentinel Benefits directly for more information on continuing your flexible spending accounts and reimbursement.
**Vacation**

You will be paid for all your unused accrued vacation time in your final paycheck.

**Sick Time**

Accumulated sick time is not paid out when you leave Brown University.

**Retirement Programs**

Contact the carriers directly to receive complete information on what options will best meet your future needs.

- Fidelity Investments: 1-800-343-0860
- TIAA: 1-800-897-1026

**The Employees’ Pension Plan (EPP) – Dining Services and Facilities Management**

Please contact the Benefits Office.

**Other Benefits – Please contact the Benefits Office for more information**

- Employee Education Program (EEP)
- Tuition Aid Program (TAP)
- Long Term Care Insurance
- Life Insurance
- Employee Assistance Program (EAP)
- Commuter Parking/Transit

**Contact the Benefits Office**

- T: 401-863-2141 F:401-863-3158
- Benefits_Office@Brown.edu
- https://www.brown.edu/about/administration/human-resources/benefits