For postdoctoral, research, and instructor employees who are scheduled by FSU to work 30 hours or more per week:

1) Due to the federal law the Affordable Care Act (ACA) employees hired and scheduled to work 30 or more hours a week may be eligible for insurance plans available to State of Florida employees.

Current employees should have received information from People First regarding log-in and coverage options. Incoming employees will receive information when payroll paperwork is completed and after arrival in the United States.

Employees being hired in a part-time position scheduled to work less than 30 hours per week are ineligible for State of Florida insurances. Employees hired in a part-time postdoctoral position may be eligible to purchase the FSU Health Center’s comprehensive insurance coverage.

2) The standard Health Maintenance Organization (HMO) and the standard Preferred Provider Organization (PPO) health insurance plans will comply with most of the federal J Visa requirements. *Employees in J-1 Visa status must also purchase separate medical evacuation and repatriation of remains coverage to meet the full J Visa requirements.*

High Deductible Health Plans (HDHP) do not meet J Visa requirements because the deductibles are too high.

J Visa insurance requirements can be reviewed at the Center for Global Engagement’s website.

3) J-2 dependents, currently living in the U.S. or arriving later, can be enrolled in the family health insurance coverage as part of the new hire election. Only a qualifying event (such as marriage, birth, loss-of-coverage, etc) will allow dependents to be added outside of the new hire or open enrollment periods.

Employees who will be adding dependents that do not have social security numbers will need to call the People First Service Center at 866-663-4735. Supporting documentation such as a birth certificate, marriage certificate, and visa documentation may be required. A certified translation will need to be provided if the documents are not in English.

4) The J Visa regulations require medical evacuation and repatriation insurance, which is not included in the State of Florida plans. This coverage can be purchased separately and elected for one year of coverage starting January 1. Be sure to indicate that the plan is for travel inside the United States and that coverage is applied to all J-2 dependents.

Medical evacuation and repatriation coverage alone does not meet the J Visa regulation.