

BENEFITS AT A GLANCE PART-TIME UUP EMPLOYEES

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
HEALTH INSURANCE/PRESCRIPTIONS	<p>Options Empire Plan: Blue Cross: Hospitalization United HealthCare: Major Medical/Surgical. Health Maintenance Organizations: Hospitalization and medical/surgical care by designated primary care physicians</p>	<p>Faculty members must teach two or more courses each semester worked. Will receive 13 pay periods of coverage for each eligible semester.</p> <p>Professional Employees must earn an annual salary rate of \$12,205 ♦ or more and be appointed for at least three months.</p> <p>(If ineligible, health insurance may be purchased by paying the full share cost.)</p>	Covered on 43rd day after beginning professional obligation.	<p>Empire Plan biweekly rates*: Individual \$22.16, Family \$97.06</p> <p>To enroll in an HMO you must live or work in the HMO's service area</p> <p>Empire BC/BS HMO Biweekly rates*: Individual \$82.62.51, Family \$286.97</p> <p>HIP Health Plan of New York Biweekly rates*: Individual \$34.92, Family \$129.53</p> <p>AETNA HMO Biweekly rates*: Individual \$97.26, Family \$363.03</p>
DELTA DENTAL AND DAVIS VISION PLANS	Partial reimbursement for services through participating and non-participating providers.	Not Eligible – Dental and Vision Benefits provided through UUP Benefit Trust Fund		
RETIREMENT SYSTEMS	<p>Options **TRS and ERS: Defined benefit plans; benefits are based on best consecutive three years average salary and years of employment.</p> <p>***ORP: Defined contribution plan; benefits are based on employer and employee contributions and the success of the investments. Employer contribution is 8 percent of salary for first seven years of service; 10 percent of salary thereafter.</p>	<p>Membership for part-time employees is <u>optional</u>. Except that appointees who have current membership in one of these plans must continue to participate, if eligible.</p> <p>All par-time employees are eligible to elect ERS. Part-time employees in faculty, librarian, or coach titles are eligible for TRS. Part-time employees with TERM appointments, as opposed to temporary appointment are also eligible for ORP.</p>	<p>Immediately upon enrollment.</p> <p>Vested after 5 full-time equivalent years in ERS & TRS.</p> <p>Vested after 366 days in the ORP.</p>	<p>Employee contribution is 3 percent of salary for those joining on or after July 27, 1976.</p> <p>No contribution required after 10 years of service for members of ERS and TRS.</p>
Optional Retirement Program (ORP) a. TIAA/CREF b. ING (Aetna) c. MetLife d. Valic				
LIFE INSURANCE	\$6,000 group life insurance plan.	Employees represented by UUP.	Date employee is placed on payroll.	No cost to employee.
NYS –RIDE	Use Pre-tax income to pay for your commute to work, for the bus, train, ferry, or ride in a vanpool.	All New York State Employees	Upon employment.	Employee determines the amount to be deducted, max is \$120 pre-tax per month

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TUITION ASSISTANCE UUP space available program provides one free course a semester. Partial assistance for additional courses through the SUE Tuition Waiver program (based on funding)	Fees are not covered by Tuition Assistance. Must be SUNY state-operated campus.	Appointment must cover period of support.	Upon employment.	No cost to the employee for this benefit.
FLEX BENEFITS (PRE-TAX DEDUCTIONS)	A portion of salary is designated by employee to establish a fund to cover eligible child care, elder care and/or un-reimbursed health care expenses with pre-tax dollars.	Must be receiving regular biweekly paychecks for dependent care. Must also be eligible for health insurance for health care.	For dependent care, effective immediately; must enroll within 60 days of appointment. For health care, 60 days from date of appointment; must enroll within 60 days of date of appointment.	The employee determines the amount to be deducted, maximum \$5,000 for child/elder care. For health care the minimum is \$150 and the maximum \$4,000.
SAVINGS PLANS – TAX DEFERRED ANNUITIES AND NYS DEFERRED COMPENSATION PLAN	Voluntary tax-deferred savings programs designed to provide funds in retirement. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.	Upon employment.	Choice of employee.	Employee contributions through salary reduction subject to IRS limitations.
LONG-TERM CARE INSURANCE	Coverage for care in a nursing home, assisted living facility, or at home.	Must be eligible for health insurance.	If enrolled within 60 days of eligible appointment, guaranteed issue. Otherwise, subject to medical underwriting.	Premiums determined by amount of coverage purchased.
DISABILITY COVERAGE	Monthly income benefit equal to 60 percent of covered monthly salary, not to exceed \$5,000 a month; also provides a monthly annuity premium benefit.	Full-time employees who are disabled for six consecutive months.	If hired on the first of the month (7/1/00), then your effective date will be (7/1/01). However, if you are not hired on the first of the month (7/2/00), then your effective date will be the first of the month following one year anniversary (8/1/01).	No cost to employee.
VACATION / SICK LEAVE NOTE: Academic year employees do not accrue vacation. (10 months)	Faculty		Professional Employees	
	<u>Number of courses</u>	<u>Days Earned</u>	<u>Salary</u>	<u>Days Earned</u>
	1 course	¼ day per month	Up to \$12,120	¼ day per month
	2 courses	½ day per month	\$12,121 to \$18,287	½ day per month
	3 courses	1 day per month	\$18,288 to \$24,453	1 day per month
			\$24,454 or higher	1 ¼ day per month
HOLIDAY	Eligible for up to 12 holidays per year if they fall on a regularly scheduled work day.			
PAYROLL INFORMATION	New York State has a two week lag payroll system. This means that each paycheck pays for the period two four weeks prior to the date of the check. New employees will not receive their first check for approximately four weeks. Full-time faculties are usually paid over 26 biweekly payroll periods.			