

## BENEFITS AT A GLANCE PART-TIME UUP EMPLOYEES

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST (Rates as of 1/1/2024)
<b>HEALTH INSURANCE/PRESCRIPTIONS</b>	<p><b>Empire Plan:</b> Anthem BlueCross BlueShield: Hospitalization United HealthCare: Major Medical Carelton Behavioral Health, Inc.: Mental Health/Substance Abuse CVS/Caremark, Inc.: Prescriptions</p> <p><b>Health Maintenance Organizations (HMOs):</b> Hospitalization/medical care designated by Primary Care Physician.</p>	<p>Academic employees must teach six or more credits, contact hours, or credit equivalents. Will receive 13 pay periods of coverage for each eligible semester.</p> <p>Professional Employees hired after 1/1/19 must work at least half-time and be appointed for at least three months.</p> <p>If an employee later becomes ineligible for NYSHIP coverage-i.e. based on reduction in FTE/salary, health insurance coverage may be purchased at the full share cost (based on individual or family plan premiums) provided the employee had previously been in a benefits eligible position.</p>	28 day waiting period	<p><b>Empire Plan PPO</b> <u>Salary Rate up to \$49,403:</u> Individual: \$ 60.07 Family: \$271.92</p> <p><u>Salary Rate \$49,403 or more:</u> Individual: \$80.09 Family: \$323.33</p> <p><b>Emblem Health of New York HMO</b> <u>Salary Rate up to \$49,403:</u> Individual: \$138.50 Family: \$364.59</p> <p><u>Salary Rate \$49,403 or more:</u> Individual: \$159.17 Family: \$418.72</p>
<b>DELTA DENTAL AND DAVIS VISION PLANS</b>	Partial reimbursement for services through participating and non-participating providers. Dental coverage choices of Delta Dental PPO or DeltaCare USA DHMO plan	Must be eligible for health insurance	28 day waiting period	No cost to employee. UUP Benefits Department Phone: 800-887-3863
<b>RETIREMENT SYSTEMS</b>  Contribution & vesting details apply to employees enrolling on or after 4/1/12 (Under tier 6 provisions)	<p><b>**NYS Teachers' Retirement System (TRS) or NYS Employees' Retirement System (ERS):</b> Defined benefit plans; benefits based on best Final Average Salary and years of service</p> <p><b>***SUNY Optional Retirement Program (ORP):</b> Defined contribution plan; benefits are based on employer and employee contributions and the success of the investments. Employer contribution is 8% of salary for first seven years of service; 10 % of salary thereafter.</p>	<p>Membership is optional for part-time and temporary employees, except that appointees who have current membership in one of these plans must continue to participate, if eligible.</p> <p>All part-time employees are eligible for ERS</p>	<p>Immediately upon enrollment</p> <p>Vested after 5 full-time equivalent years in ERS &amp; TRS.</p> <p>Vested after 366 days in the ORP.</p>	<p><b>Employee contribution is based on salary rate, as follows:</b></p> <p>\$45,000 and under:..... 3% \$45,000.01 – \$55,000:..... 3.5% \$55,000.01 – \$75,000:..... 4.5% \$75,000.01 – \$100,000:..... 5.75% † More than \$100,000..... 6%</p>
<b>LIFE INSURANCE</b>	\$10,000 group life insurance plan.	Employees represented by UUP.	Date employee is placed on payroll.	No cost to employee.
<b>SCHOLARSHIP PROGRAM</b>	\$750 per semester for eligible dependent children of UUP-represented employees, up to age 26, must be enrolled at a SUNY operated campus.	Upon employment. <a href="https://uupinfo.org/benefits/btfscholar.php">https://uupinfo.org/benefits/btfscholar.php</a>	Upon employment.	No cost to the employee for this benefit.

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<b>NYS RIDE- Edenred Benefit Solutions (PRE-TAX DEDUCTION)</b>	Use pre-tax income to pay for your commute to work, for bus, train, ferry, or ride in a van or carpool, from most Ride Share Services <a href="https://login.edenredbenefits.com/NYS-Ride/NYSRegistration.aspx">https://login.edenredbenefits.com/NYS-Ride/NYSRegistration.aspx</a> <b>Department ID:28580</b> <b>Negotiating Unit:08</b>	All New York State Employees	Upon Employment	Employee determines the amount to be deducted, max is \$315 pre-tax per month																
<b>FLEX BENEFITS (PRE-TAX DEDUCTIONS)</b>  www.flexspend.ny.gov	A portion of salary is designated by employee to establish a fund to cover eligible costs paid with pre-tax dollars, such as: ●child care, elder care (Dependent Care Advantage Account -DCAA) ●un-reimbursed health care expenses (Health Care Spending Account -HCSA) ●expenses related to the adoption of an eligible child (Adoption Advantage Account –AAA)	Must be receiving regular biweekly paychecks for dependent care. Must also be eligible for health insurance for health care.	Must enroll within 60 days of date of appointment, reimbursement effective on 61 <sup>st</sup> consecutive calendar day.. For dependent care, effective immediately; for health care, effective as of the latter of date Change in Status application is submitted or date of employment.	Employee determines the amount to be deducted, the HCSA min/max employee contribution is \$100/\$3,200; the DCAA max employee/employer contribution is \$5,000/\$2,500; the AAA max employee max employee contribution is \$16,810.  An employer contribution is available for Dependent Care, and AAA is subject to contract negotiations.																
<b>SAVINGS PLANS – TAX DEFERRED ANNUITIES 403(b)</b>  <b>AND</b>  <b>NYS DEFERRED COMPENSATION PLAN 457(b)</b>  <b>(PRE-TAX DEDUCTION)</b>	SUNY Voluntary 403(b) Saving Plan. Current Authorized Investment Providers include: Corebridge, Fidelity, TIAA and Voya.  Both plans offer pre- and post-tax (ROTH) savings options. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral	Upon employment.	Choice of employee.	Employee pre- and post-tax contributions through salary reduction subject to IRS limit. The 2024 basic annual limit for both plans is \$23,000. Employees age 50 and over may contribute up to 7,500 more per year.  The IRS currently establishes separate limits for 403(b) and 457(b) plans, allowing employees to contribute up to twice the limit allowed under either plan alone																
<b>DISABILITY COVERAGE LONGTERM DISABILITY COVERAGE</b>	Monthly income benefits equal to 60 percent of covered monthly salary, not to exceed \$7,500 a month; also provides a monthly annuity premium benefit (MAPB), for Optional Retirement Program (ORP) participants ONLY..	Employee must be eligible for health insurance; benefits begin following six months of total disability.	First of the month following one-year anniversary	No cost to employee.																
<b>VACATION / SICK LEAVE</b>  <b>NOTE:</b> <b>Academic year employees do not accrue vacation (10 months)</b>	<b>Teaching Faculty</b>  <table border="0"> <tr> <td><b>Number of courses</b></td> <td><b>DAYS EARNED</b></td> </tr> <tr> <td>1</td> <td>¼ day per month</td> </tr> <tr> <td>2</td> <td>½ day per month</td> </tr> <tr> <td>3</td> <td>1 day per month</td> </tr> </table>  On January 1 of each calendar year, accrued vacation leave credits shall not exceed 40 days. Employee will forfeit unused annual leave if not used by the last day of the calendar year. Accumulation of sick leave cannot exceed 225 days.	<b>Number of courses</b>	<b>DAYS EARNED</b>	1	¼ day per month	2	½ day per month	3	1 day per month	<b>Professional Employees and academic employees whose professional Obligation are primarily other than teaching classes</b>  <table border="0"> <tr> <td><b>SALARY/APPT% (7/1/23 -6/30/24)</b></td> <td><b>DAYS EARNED</b></td> </tr> <tr> <td>Up to \$15,981/ .20 to &lt;.40 FTE</td> <td>¼ day per month</td> </tr> <tr> <td>\$15, 982 to \$24,114/ .40 to &lt;.60 FTE</td> <td>½ day per month</td> </tr> <tr> <td>\$24,115 to \$32,243/ .60 to &lt;.80 FTE</td> <td>1 day per month</td> </tr> <tr> <td>\$32,244 or higher/ .80 to &lt;1.00 FTE</td> <td>1 ¼ day per month</td> </tr> </table>	<b>SALARY/APPT% (7/1/23 -6/30/24)</b>	<b>DAYS EARNED</b>	Up to \$15,981/ .20 to <.40 FTE	¼ day per month	\$15, 982 to \$24,114/ .40 to <.60 FTE	½ day per month	\$24,115 to \$32,243/ .60 to <.80 FTE	1 day per month	\$32,244 or higher/ .80 to <1.00 FTE	1 ¼ day per month
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<b>HOLIDAY</b>	Eligible for up to 13 holidays per year if they fall on a regularly scheduled workday.																			
<b>PAYROLL INFORMATION</b>	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.																			

**Disclaimer: This summary highlights only some of the benefits associated with part-time, UUP-represented employment status. It has been prepared for illustrative purposes only and the information provided is partial and subject to change. This summary does not imply, convey, grant or guarantee any benefits, rights, or entitlements. For additional information, please contact the Human Resources Office.**

(Rev: 4/24/2024)