Outstanding Time-off Benefits

Full-time employees are eligible for the following:

• 12 paid holidays each year

• 13 paid vacation days per year Bonus days added for completed years of service up to seven and additional vacation credit provided to long service employees.

• Generous sick leave allowance

• 5 paid personal leave days

• Up to seven-month leave of absence for birth or adoption of a child

Part-time employees are eligible to observe holidays that fall on a day they would have otherwise worked. Part-time employees who work at least half time accrue vacation, sick leave and personal leave on a pro-rata basis.

Outstanding Benefits Package

In addition to our highly competitive salaries, SUNY Upstate Medical University’s benefit package is among the best in the greater Central New York area.

The following represent some of the valuable benefits offered:

• A wide variety of health insurance options, with minimal cost sharing

• Employer-paid dental and vision benefits

• Flexible Spending Account Program

• Outstanding retirement program

• Retirement Savings Programs

• Credit Union

• Day care

• On-site fitness facilities

• Employee Assistance Program

• Union-sponsored benefits

• Payroll deducted College Savings Program

• Long Term Care available to employees, their spouses, domestic partners, dependent children ages 18 to 24, parents and parents-in-law

For More Information regarding employment opportunities at SUNY Upstate Medical University, please contact:
315-464-4830 • hr@upstate.edu
Your calls and e-mails will be handled confidentially.

SUNY Upstate Medical University ensures equal employment opportunity without regard to race, color, religion, sexual orientation, age, national origin, disability and marital status, in accordance with federal and state law.

Are Upstate
Drive Innovation & Discovery
Respect People
Serve Our Community
Value Integrity

We drive innovation and discovery by empowering our university family to bring forth new ideas and to ensure quality.

We respect people by treating all with grace and dignity and embracing diversity.

We serve our community by living our mission.

We value integrity by being open and honest to build trust and teamwork.

OFFICE OF HUMAN RESOURCES - BENEFITS

Tel 315-464-4923 • Fax 315-464-4390

SUNY Upstate Medical University
750 East Adams Street • Syracuse, New York, 13210
www.upstate.edu
<table>
<thead>
<tr>
<th>Benefit Plan</th>
<th>Description</th>
<th>Eligibility</th>
<th>Covered Period</th>
<th>Cost/Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Insurance (Active Employees)</strong></td>
<td>Offers a wide range of benefits including hospital, medical/surgical, prescription drug, mental health and substance abuse coverage.</td>
<td>Employees who are enrolled in NYSHIP at the time they retire have a minimum of 18 years of eligible service, and are eligible to retire as a member of a NY state retirement system.</td>
<td>Coverage begins on 43rd calendar day following employment or eligibility, if you remain in a paid status.</td>
<td>Similar coverage to that available to active employees. Once age 65, Medicare will be primary coverage.</td>
</tr>
<tr>
<td><strong>Flexible Spending Account Program</strong></td>
<td>Offers a means to pay for dependent care and health care expenses with pre-tax dollars.</td>
<td>All State employees who receive a regular biweekly paycheck. Must be eligible for health insurance for the health care spending account.</td>
<td>Eligible upon employment.</td>
<td>Employees fund this through pre-tax salary deductions.</td>
</tr>
<tr>
<td><strong>Optional Insurance</strong></td>
<td>Offers optional life, accident, auto, homeowners, and disability insurance plans.</td>
<td>Available to CSEA members. Same age restrictions apply.</td>
<td>Coverage begins on the first day of active work. Income replacement benefits begin seven days after the day the disability begins. If the disability extends beyond 14 days, income replacement benefits begin on the first day of the disability.</td>
<td>Employees selecting any of these optional plans pay the full cost of coverage through bi-weekly payroll deductions.</td>
</tr>
<tr>
<td><strong>Workers’ Comp</strong></td>
<td>Offers medical coverage for on-the-job injury/illness in the amount of two-thirds (2/3) weekly salary up to $803 per week.</td>
<td>All individuals covered under the New York State Workers’ Compensation Law.</td>
<td>Coverage begins on the first day of active work. Income replacement benefits begin seven days after the day the disability begins.</td>
<td>The State pays the full cost for this coverage.</td>
</tr>
<tr>
<td><strong>Basic Retirement</strong></td>
<td>Offers guaranteed retirement benefits.</td>
<td>The Employees’ Retirement System (ERS) offers immediate participation and a ten year vesting. Tier 6 members may retire at age 63, or later, with unreduced benefits.</td>
<td>The Employees’ Retirement System (ERS) offers immediate participation and a ten year vesting. Tier 6 members may retire at age 63, or later, with unreduced benefits.</td>
<td>The State pays 84% - 90% of the cost of the premium for individual coverage and 69% - 75% of the cost of dependent coverage. The percentage paid is based on salary grade for position. Grade 9 or below pay lower percentage, Grades 10 and above pay higher percentage.</td>
</tr>
<tr>
<td><strong>NYS Deferred Compensation Plan</strong></td>
<td>Offers deferred compensation.</td>
<td>All State Employees.</td>
<td>Coverage begins on the first day of active work. Income replacement benefits begin seven days after the day the disability begins.</td>
<td>Employees fund this through pre-tax salary deductions.</td>
</tr>
<tr>
<td><strong>Special Annuity Program</strong></td>
<td>Offers an optional retirement savings plan.</td>
<td>All SUNY Employees.</td>
<td>Coverage begins on the first day of active work. Income replacement benefits begin seven days after the day the disability begins.</td>
<td>Employees fund this through pre-tax salary deductions.</td>
</tr>
<tr>
<td><strong>Transportation Benefits</strong></td>
<td>Offers public transportation.</td>
<td>All State Employees.</td>
<td>Coverage begins on the first day of active work. Income replacement benefits begin seven days after the day the disability begins.</td>
<td>Employees fund this through pre-tax salary deductions.</td>
</tr>
</tbody>
</table>