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

This is a general guide to the benefit programs available to new CSEA represented employees of SUNY Upstate Medical University. It does not provide complete details or descriptions. The information provided is based on the benefit provisions in effect at the time of the printing of this booklet and is subject to change.

Prepared by the Human Resources Department (1/18)

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.

For More Information regarding employment opportunities at SUNY Upstate Medical University, please contact:

315-464-4965 • hr@upstate.edu
Your calls and e-mails will be handled confidentially.

We Are Upstate
Drive Innovation & Discovery
Respect People
Serve Our Community
Value Integrity
Embrace Diversity & Inclusion

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.
We embrace diversity and inclusion by honoring differences among us.
Benefits Summary for CSEA Represented Employees

**Health Insurance (Active Employees)**
- Coverage begins on 43rd calendar day following employment or eligibility, if you remain in a paid status.

**Health Insurance (Retirees)**
- Coverage begins on 29th calendar day following employment or eligibility, if you remain in a paid status.

**Dental Care**
- Coverage begins on 29th calendar day following employment or eligibility, if you remain in a paid status.

**Vision Care**
- Coverage begins on 29th calendar day following employment or eligibility, if you remain in a paid status.

**Flexible Spending Account Program**
- Eligible immediately for dependent care account.
- Eligible for Health Care Spending Account after 60 days of employment.

**Optional Insurance**
- Eligible upon employment.

**Workers’ Comp**
- 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.

**Basic Retirement**
- The Employees’ Retirement System (ERS) offers immediate participation and a ten year vesting. Tier 6 with membership date on or after 4/1/12.

**NYS Deferred Compensation Plan**
- None

**Special Annuity Program**
- None

**Transportation Benefit**
- None

**Eligibility**
- If you work at least half-time on a regularly scheduled basis, and it is anticipated that you will be employed for at least three months, you are eligible to apply for enrollment in the New York State Health Insurance Plan immediately upon employment.

**Description**
- NEW YORK STATE HEALTH INSURANCE PROGRAM (NYSHIP) OPTIONS
  1. The Empire Plan
  2. HMO-Blue
  3. MVP Health Plan
  All NYSHIP options provide a wide range of benefits including hospital, medical/surgical, prescription drug, mental health and substance abuse coverage.
  Eligible employees of New York State who have other employer-sponsored group health insurance may opt out of their NYSHIP coverage in exchange for an incentive payment of $1,000 for waiving individual coverage and $3,000 for waiving family coverage.

**Cost/Payment**
- The state pays 94% - 98% of the cost of the premium for individual coverage and 80% - 95% of the cost of dependent coverage. The percentage paid is based on salary grade for position. Grade 9 or below pay lower percentage. Grade 10 or above pay higher percentage.

- NYS Deferred Compensation Plan
- None

- Special Annuity Program
- None

- Transportation Benefit
- None

- Pre-tax income to pay for public transportation through enrollment in NYS-Rides.

- Benefits Summary for CSEA Represented Employees