Outstanding Time-off Benefits

Full-time employees are eligible for the following:

• 12 paid holidays each year
• 22 paid vacation days per year
• Generous sick leave allowance
• Up to seven-month leave of absence for birth or adoption of a child

Part-time exempt employees are eligible to observe holidays that fall on days they would have otherwise worked. Part-time employees accrue vacation and sick leave on a prorated 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

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:

315-464-4830 • hr@upstate.edu
Your calls and e-mails will be handled confidentially.

OFFICE OF HUMAN RESOURCES - BENEFITS
Tel 315-464-4923 • Fax 315-464-4390

750 East Adams Street • Syracuse, New York, 13210
www.upstate.edu

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.
### Benefits Summary for NYC Represented Employees

<table>
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<th>Benefits</th>
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<th>Description</th>
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<tr>
<td><strong>Health Insurance (Active Employees)</strong></td>
<td>Coverage begins on 5th calendar day following employment or eligibility, if you remain in a paid status.</td>
<td>Full-time, Part-time. Employers must work at least half-time on a regularly scheduled basis and be expected to be employed three months or more.</td>
<td>NY State Health Insurance Program (NYS HIP) Options 1) The Empire Plan 2) MVP Health Plan. All NY State HIP options provide a wide range of benefits including hospital, medical/surgical, prescription drug, dental, and mental health and substance abuse coverage. Eligible employees of New York State and employees of the self-employed who have other employer sponsored health insurance may opt out of their NY State HIP coverage in exchange for an incentive payment of $1,000 for waiving individual coverage and $3,000 for waiving family coverage.</td>
<td>The State pays 84% - 88% of the cost of the premium for individual coverage and 69% - 73% of the cost of dependent coverage. The percentage paid is based on an annualized salary of $60,136. Employees with annualized salaries below $40,136 pay the lower percentage, and employees with annualized salary of $60,137, or higher, pay the higher percentage.</td>
</tr>
<tr>
<td><strong>Health Insurance (Retirees)</strong></td>
<td>N/A</td>
<td>An employee who is enrolled in NY State HIP at the time he or she retires, has a minimum of 10 years of service and is eligible to retire.</td>
<td>Similar coverage to that available to active employees. Once age 65, Medicare will be primary coverage.</td>
<td>Retirees pay the same cost as active employees. Any accrued and unused sick leave accrual will be applied as a lifetime credit to offset this cost.</td>
</tr>
</tbody>
</table>