



## Outstanding Time-off Benefits

Full-time employees are eligible for the following:

- 12 paid holidays each year
- 15 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
- 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 and sick leave on a pro-rata basis.

**This is a general guide to the benefit programs available to new UUP 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 (01/18)



## 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



*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.

**OFFICE OF HUMAN RESOURCES - BENEFITS**

**Tel 315-464-4923 • Fax 315-464-4390**

**UPSTATE**  
MEDICAL UNIVERSITY

**750 East Adams Street • Syracuse, New York, 13210**

**www.upstate.edu**

**UPSTATE**  
MEDICAL UNIVERSITY

# Benefits Summary

for **UUP**  
Represented Employees

*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.

<b>BENEFIT</b>	<b>COVERAGE WAITING PERIOD</b>	<b>ELIGIBILITY</b>	<b>DESCRIPTION</b>	<b>COST/PAYMENT</b>
<b>Health Insurance (Active Employees)</b>	Coverage begins on 43rd calendar day following employment or eligibility, if you remain in a paid status.	<ul style="list-style-type: none"> <li>Full-time faculty &amp; professional staff;</li> <li>Part-time (non-casual) faculty and professional staff employees who are employed at a salary rate which will yield total compensation of \$14,430.</li> </ul>	<p><b>NEW YORK STATE HEALTH INSURANCE PROGRAM (NYSHIP) OPTIONS</b></p> <p>1. The Empire Plan 2. HMO – Blue 3. MVP Health Plan</p> <p>All NYSHIP options provide a wide range of benefits including hospital, medical /surgical, prescription drug, mental health and substance abuse coverage.</p> <p>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.</p>	The State pays 84% - 88% of the cost of the premium for individual coverage and 69% - 73% of the cost of dependent coverage. Employees with full time equivalent annualized salaries below \$41,756 pay the lower percentage, and employees with full time equivalent annualized salary of \$41,757, or higher, pay the higher percentage.
<b>Health Insurance (Retirees)</b>	N/A	An employee who is enrolled in NYSHIP at the time he or she retires, has a minimum of 10 years of benefits eligible service and is eligible to retire.	Similar coverage to that available to active employees. Once age 65, Medicare will be primary coverage.	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.
<b>Dental Care</b>	Same as Health Insurance (Active Employees).	Same as Health Insurance (Active Employees).	<p>Traditional Plan (\$2500 annual max.)</p> <ul style="list-style-type: none"> <li>Participating Dentist Program</li> <li>Diagnostic and preventive services are covered at 100 percent and basic restorative services at 80 percent</li> <li>Other services (e.g. oral surgery, endodontic, orthodontic, etc.) are covered at 50 percent</li> <li>Orthodontic benefits for eligible participants, spouses and dependent children to age 19 or to age 25 if full-time student</li> </ul> <p>A dental HMO option may also be elected.</p>	The State pays the full cost for this coverage.
<b>Vision Care</b>	Same as Health Insurance (Active Employees).	Same as Health Insurance (Active Employees).	Eye exams and lenses/frames from the plan selection once every 12 month period.	The State pays the full cost for this coverage.
<b>Life Insurance</b>	Effective the date placed on the State payroll	All active members and agency fee payers of United University Professions (UUP) on the payroll	UUP provides a \$6,000 group life insurance plan exclusively for employees it represents.	UUP pays the full cost for this coverage.
<b>Optional Insurance</b>	Six months	Available to UUP members	UUP through its affiliation with the NYS United Teachers (NYSUT) and the American Federation of Teachers (AFT), has contracted with various insurance carriers to provide its members with a variety of low-cost group term life, accident, auto, homeowners, and disability insurance plans.	Employees selecting any of these optional plans pay the full cost of coverage through biweekly payroll deductions.
<b>Flexible Spending Account Program</b>	Eligible immediately for Dependent care account. Eligible for Health Care Spending Account after 60 days of employment.	All State employees who receive a regular biweekly paycheck. Must be eligible for health insurance for the health care spending account.	There are two parts to the Flex Spending Account Program the Dependent Care Advantage Account (DCAAccount) and the Health Care Spending Account (HCSAccount). These accounts provide you with a means to pay for your dependent care or health care expenses with pre-tax dollars.	Employees fund this through pre-tax salary deductions.
<b>Long-term Disability</b>	Coverage begins on the first day of the month following one year of full-time service. If your immediate preceding employer provided similar coverage, you may be entitled to a waiver of the 1-year service requirement.	Same as Health Insurance (Active Employees)	Benefits begin on the first day of the month following six consecutive months of a certified total disability, or when full sick leave payments end, if later. Benefit provided is sixty percent of earnings to a maximum monthly benefit of \$7,500, offset by other sources of income.	The State pays the full cost coverage for this plan.
<b>Retirement</b>	ERS offers immediate participation and a ten year vesting. Under the SUNY Optional Retirement Program participation is immediate for employees who have vested VOYA, Fidelity, TIAA, or VALIC contract(s). Employees who do not, will participate/vest once they complete 366 days of service.	Full-time employees are eligible to elect one of two different retirement programs. Part time employees who are appointed with other than a "term" appointment may join either ERS or TRS, but are not eligible to enroll in the SUNY Optional Retirement Program. TRS is also available to employees in certain designated titles.	<p>Eligible employees can select one of the following three programs.</p> <ol style="list-style-type: none"> <li>New York State Employees' Retirement System (ERS)</li> <li>New York State Teachers' Retirement System (TRS)</li> <li>SUNY Optional Retirement Program (ORP)</li> </ol> <p>ERS and TRS are defined benefit plans that provide a lifetime monthly benefit based on a member's final average salary and service. The ORP is a defined contribution plan under which Tier 6 members contribute three percent of their salary. Employee's contribution will be based on the scale shown under the column of Cost/Payment -Retirement.. The State contributes 8% for the first 7 years, 10% thereafter.</p>	The ORP and ERS are contributory retirement systems. The balance of the funding is provided by NY State. Tier 6 ORP or ERS member contributions are based the following salary scale: Less than \$45,000: 3%; \$45,000.01-\$55,000: 3.5%; \$55,000.01-\$75,000: 4.5%; \$75,000.01-\$100,000: 5.75%; greater than \$100,000: 6%.
<b>NYS Deferred Compensation Plan</b>	None	All State Employees	The NYS Deferred Compensation Plan is a voluntary retirement savings plan governed by Section 457(b) of the United States Internal Revenue Code. Federal and State income tax during the working years you opt for this plan will be levied on your reduced salary. The amount you contribute to this plan will not be taxed to you until you start withdrawing funds during your retirement years.	Employees fund this through pre-tax salary deductions.
<b>Special Annuity Program</b>	None	All SUNY Employees	Can participate via a 403(b) retirement annuity with VOYA, TIAA or VALIC, or a custodial account with Fidelity. Federal and State income tax during the working years you opt for this plan will be levied on your reduced salary. The amount you contribute to this plan will not be taxed to you until you start withdrawing funds during your retirement years.	Employees fund this through pre-tax salary deductions.
<b>Transportation Benefit</b>	None	All State Employees	Pretax income to pay for public transportation through enrollment in NYS-Rides.	Employees fund this through pre-tax salary deductions.