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, 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.

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

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.

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 (03/16)
BENEFITS

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

Health Insurance (Retirees)
- N/A

Dental Care
- Same as Health Insurance (Active Employees).

Vision Care
- Same as Health Insurance (Active Employees).

Life Insurance
- Effective the date placed on the State payroll.

Optional Insurance
- Six months
  - Available to UUP members

Flexible Spending Account Program
- Eligible immediately for Dependent care account. Eligible for Health Care Spending Account after 90 days of employment.

Long-Term Disability
- Coverage begins on the first day of the month following one year of full-time service. If your immediate preceding employment provided similar coverage, you may be entitled to a waiver of the 1-year service requirement.

Retirement
- ERS offers immediate participation and a ten year vesting. Under the SUNY Optional Retirement Program participation is immediate for employees who have vested VOIA, Met Life, TIAA, or VALIC contracts. Employees who do not, will participate/vest once they complete 360 days of service.

NYS Deferred Compensation Plan
- None

Special Annuity Program
- None

Transportation Benefits
- None

ELIGIBILITY

- Full-time faculty & professional staff.
- Part-time (non-casual) faculty and professional staff employees who are employed at a salary rate which will yield total compensation of $14,480.

COST/PAYMENT

The State pays 84% - 88% of the cost of the premium for individual coverage and 48% - 73% of the cost of dependent coverage. Employees with full time equivalent annualized salaries below $41,758 pay the lower percentage, and employees with full time equivalent annualized salary of $41,759, or higher, pay the higher percentage.

The State pays the full cost for this coverage.

Benefits Summary for UUP Represented Employees