**Postdoc Benefits Summary**

Postdoctoral Associates and Fellows - University of Rochester

*(Including Visiting Postdoctoral Fellows)*

**MEDICAL POS**
Excellus BCBS POS Medical Plan provides coverage for you and your eligible dependents. Coverage will be effective immediately.

**DENTAL POS**
The MetLife Dental PPO Plan provides coverage for you and your eligible dependents. Coverage will be effective immediately.

**VOLUNTARY VISION**
Aetna’s Voluntary PPO Vision Plan offers low-cost copays for exams, lenses or contacts, and frames.

**VOLUNTARY LIFE AND AD&D INSURANCE**
Voluntary Life and Accidental Death & Dismemberment (AD&D) insurance are available through The Standard, with $100,000 guaranteed coverage.

**CHILD CARE SUBSIDY**
Help for eligible employees with dependent care expenses by granting awards of up to $3,600/year per household. Only eligible for Postdoctoral Associates (job code 0093)

**RETIRED PROGRAM**
Begin making Voluntary Contributions to the Retirement Program at any time.

Find additional information at rochester.edu/totalrewards/retirement.

*Postdoctoral Fellows and Visiting Postdoctoral Fellows are not eligible.*

**WELL-U**
The University’s wellness program, Well-U, provides programs such as:

1. Personal Health Assessment
2. Lifestyle management programs
3. Condition management coaching
4. Physical fitness development opportunities
5. Food & nutrition support

*Must be enrolled in the University-Sponsored Medical Plan to participate.*

Find more information at rochester.edu/well-u.

**UR MEDICINE EAP**
Professional & confidential guidance provided at no cost for employees and their immediate family members. UR Medicine EAP will help assess issues and provide short-term counseling and referrals as needed with life events.

Find additional information at urmc.rochester.edu/eap.
TUITION BENEFITS
Employee Tuition Waiver for Courses at the University of Rochester:
Full-time Postdoctoral Associates (job code 0093) will be eligible upon appointment for a 95% tuition waiver for up to 2 credit-bearing courses per semester/mini-semester only at the University of Rochester.

Find additional information at rochester.edu/totalrewards/tuition.

FAMILY CARE PROGRAM
Supporting the diverse care needs of you and your family, the University's Family Care Program offers:

- The Children’s School at URMC - Priority placement and 10% discount
- Child Care Tuition Discount - 10% discount at any KinderCare location
- Free Premium Care.com Membership - Find providers for child care, pet care, household tasks, elder care, and much more (Effective 1/1/23). Only eligible for Postdoctoral Associates (job code 0093)
- Subsidized Backup Care via Care.com - For children and adults when there is a temporary breakdown in normal care arrangements (Effective 1/1/23). Only eligible for Postdoctoral Associates (job code 0093)

LONG-TERM CARE INSURANCE
Long-term care (LTC) insurance pays for home health care, assisted living and nursing home care to help people with the functions of day-to-day living when it becomes too difficult to do it on your own.

Visiting Postdoctoral Fellows are not eligible.

BUSINESS TRAVEL INSURANCE PLAN
The University provides benefits in case of accidental death, dismemberment, or paralysis while traveling on approved University business away from the principal place of employment for periods of 365 days or less. The travel assistance card is available online at rochester.edu/totalrewards/health and should be printed and carried with participants.

MENTAL HEALTH RESOURCES
UR Medicine Crisis Call Line - (585) 275-8686
Monroe Mobile Crises Team - (585) 529-3721
These resources are available to postdocs and their families coping with issues related to a mental illness, for example, a panic or anxiety attack, but who do not feel the need to visit the Psychiatric Emergency Department.

LEAVE, DISABILITY, AND VACATION
Short-Term Disability - Statutory pay (pay required by NYS) begins on the 8th consecutive day of disability absence. Employees must have at least 4 weeks of service to be eligible.

Visiting Postdoctoral Fellows are not eligible for short-term disability pay.

Additional information regarding leave, disability, and vacation are per the terms of appointment with your school.

The University reserves the right to modify, amend, or terminate these plans at any time. This document provides only a summary of the main features of the plan. Detailed information on the benefit plans is available on the Total Rewards website at rochester.edu/totalrewards.