SEIU Benefits Summary
Active Members of SEIU - University of Rochester

FLEXIBLE SPENDING ACCOUNTS (FSA)
FSA options include:
• Health Care FSA
• Dependent Care FSA
FSA elections will be effective on the 1st day of the month following your date of hire, or on your date of hire if that occurs on the 1st of the month.
Find additional information at rochester.edu/totalrewards/fsa.

METAFLIE LEGAL PLAN
Receive legal advice and representation on a wide range of legal matters such as wills, estate planning, financial matters, etc.

VSP VISION CARE
Voluntary vision benefits through the VSP Vision Care Plan can help you and your family with the cost of eye exams, glasses, contact lenses, and more.
Find additional information at YOURBenefitsExtras.com.

LONG-TERM DISABILITY PLAN
Provides a monthly income benefit at 60% of your covered salary when you become totally disabled for more than six months. Coverage options include:
• Limited Long-Term Disability Insurance
• Full Long-Term Disability Insurance
Selected coverage begins after 1 year of service with the University.
If you wish to enroll or increase Long-Term Disability Insurance after your initial 30-day enrollment period, you must submit a statement of health for approval by the insurance carrier.
Additional information can be found on rochester.edu/human-resources/benefits/leave-disability/.

1. Log on to HRMS (rochester.edu/people) using your NetID.
2. Follow the path: Main Menu > Self Service > Benefits > Benefits Enrollment.
3. Make your FSA election. You will receive a confirmation email once you successfully enroll.

Enroll online at YOURBenefitsExtras.com
If you enroll by the 15th of the month, coverage will be effective 1st of the following month. If you enroll on the 16th-30th/31st, coverage will be effective 1st of the second following month.

1. Log on to HRMS (rochester.edu/people) using your NetID.
2. Follow the path: Main Menu > Self Service > Benefits > Benefits Enrollment.
3. Elect Full or Limited Long-Term Disability Insurance (part-time staff members may also elect to waive coverage).
**Dependent Children Tuition Benefits**

Dependent children of University of Rochester regular full- and part-time\(^1\) SEIU members may receive a partial tuition waiver to use for up to four years of undergraduate study at the University of Rochester.

- **University Contributions**
  SEIU members become eligible for University Contributions after 2 years of service. The University Direct Contribution is 6.2% of your eligible compensation, up to the breakpoint of $63,100, then 10.5% of eligible compensation in excess of the breakpoint, up to the IRS limit ($330,000).

  Additional information at [rochester.edu/totalrewards/tuition](http://rochester.edu/totalrewards/tuition).

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**ENROLLMENT DETAILS**

1. Go to [TIAA.org/rochester](http://TIAA.org/rochester) and click “Ready to Enroll.”
2. Click “Register with TIAA.”
3. Follow the on-screen instructions to complete your enrollment. You will select your contributions, investment choices, and beneficiaries.

To receive credit for service completed at another eligible institution, you must submit the Retirement Service Credit Waiver on HRMS ([rochester.edu/people](http://rochester.edu/people)) by following the path Main Menu > Self Service > Benefits > Retirement Service Credit, within 90 days of your hire date for retroactive contributions.

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**Home Ownership Incentive Program**

Receive $9,000 towards the purchase of a primary residence in qualifying city neighborhoods. New homeowners purchasing within these neighborhoods may receive $3000 from the University, $3000 from the City, and $3000 from a participating bank/credit union.

Find additional information at [rochester.edu/totalrewards/housing](http://rochester.edu/totalrewards/housing).

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\(^1\) Appointed to work at least 17.5 hours per week.
WELL-U
The University’s wellness program, Well-U, provides SEIU members with programs such as:
• Physical fitness development opportunities
• Food & nutrition support
Some programs require enrollment in the University-sponsored health care plan to participate.

UR MEDICINE EAP
Professional & confidential guidance provided at no cost for employees and members of their household. 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.

GROUP AUTO & HOME INSURANCE
Receive special group discounted rates on auto and home insurance, plus the convenient option of paying your premiums through automatic payroll deduction.
Find additional information at YOURBenefitsExtras.com.

FAMILY CARE PROGRAM
The University’s Family Care Program offers:
• The Children’s School at URMC - priority placement and 10% discount
• Child Care Select - 10% discount at any KinderCare location
Find additional information at rochester.edu/totalrewards/family/.

LONG-TERM CARE
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.

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/benefits/health/healthcare_traveling and should be printed and carried with participants.

ALLSTATE IDENTITY PROTECTION
Allstate Identity Protection Pro Plus is comprehensive financial and identity monitoring to help protect you against the impact of identity theft. See your personal data, manage it with rapid alerts, and monitor your financial transac-tions, social media, student loans, retirement accounts, and more. Enroll online at YOURBenefitExtras.com.

ENROLLMENT DETAILS
Visit rochester.edu/well-u

ENROLLMENT DETAILS
Enroll online at www.YOURBenefitsExtras.com

ENROLLMENT DETAILS
Visit rochester.edu/totalrewards/family/

ENROLLMENT DETAILS
To learn more or to enroll, contact Legacy Services at:
Phone: 1-800-230-3398
Email: custsvc@4groupltci.com

enrollment details
Employees are automatically enrolled upon hire.

Individuals represented by collective bargaining agreements receive benefits in accordance with those agreements.

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.