**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](http://rochester.edu/totalrewards/fsa).

**METLIFE LEGAL PLAN**

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

Find additional information at [YOURBenefitsExtras.com](http://YOURBenefitsExtras.com).

**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](http://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/working/hr/leave](http://rochester.edu/working/hr/leave).

---

**ENROLLMENT DETAILS**

1. Log on to HRMS ([rochester.edu/people](http://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.

**ENROLLMENT DETAILS**

(MetLife Legal Plan & VSP Vision Care)

Enroll online at [YOURBenefitsExtras.com](http://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.

**ENROLLMENT DETAILS**

1. Log on to HRMS ([rochester.edu/people](http://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).
Enroll within 60 days of hire/eligibility.

RETIREMENT PROGRAM

Voluntary Contributions

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

Automatic Voluntary Contributions:

After 60 days, newly hired or rehired SEIU members will be automatically enrolled to make pre-tax Voluntary Contributions to the 403(b) Retirement Program each pay period at 3%. Effective July 1, 2020 your salary deferral election will increase 1% annually on the anniversary of your hire date to a maximum of 15%. You may choose to contribute more, less or to not contribute at all at any time. Opt out within 60 days of becoming eligible and no contributions will be deducted from your paycheck.

University Contributions

SEIU members become eligible for University Contributions after 2 years of service. The University’s Contribution is 6.2% of your base salary up to the breakpoint then 10.5% of base salary in excess of the breakpoint up to the IRS limit. For plan year July 1, 2020 - June 30, 2021, there is a temporary modification to the retirement contribution formula. The University will contribute 6.2% of your base salary up to $100,000.

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

DEPENDENT CHILDREN TUITION BENEFITS

Dependent Children Tuition Benefits:

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

• Dependent children of regular full-time staff are eligible upon the employee’s completion of either the 5- or 10-year service requirement.
• Dependent children of regular part-time staff are eligible upon completion of 6 years of part-time service.

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

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.

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

Find additional information, including eligibility requirements, 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.

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 www.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/workplace/travel and should be printed and carried with participants.

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.