

Summary of Benefits Upon Change in Status from Full-time or Part-time to Time-as-Reported (TAR)

Health Care and Dental Plans	<p>Your change to TAR may affect your eligibility, if you are considered a full-time employee per the Employer Shared Responsibility Mandate of the Patient Protection and Affordable Care Act (PPACA), you will be routed a benefit event in myURHR Workday to continue, change, or waive your healthcare and/or HSA elections, if applicable. Your election(s) will be effective on the 1st of the month following your transfer date, unless the transfer occurs on the 1st, in which case they take effect on that date. See the University's Measurement and Stability Periods Policy for additional information.</p> <p>If you are not considered a full-time employee per the PPACA, your health coverage will be terminated at the end of the pay period in which you transfer.</p> <p>Employees who transfer to a TAR status will no longer be eligible for dental coverage. Your dental coverage will be terminated at the end of the pay period in which you transfer. When health and/or dental coverage terminates, you will be sent a separate document that explains your rights under COBRA continuation coverage.</p>
Flexible Spending Accounts (FSAs)	<p>FSA participation stops as of your transfer date. When coverage stops, you will be sent a separate document that explains your rights under COBRA continuation coverage for the Health Care FSA.</p> <p>Health Care FSA: You will have 90 days from your transfer date to submit eligible expenses incurred prior to the FSA cancellation date.</p> <p>Dependent Care FSA: You will have until the end of the plan year to submit eligible expenses incurred during the plan year. The amount available for reimbursement is limited to the amount credited to your Dependent Care FSA, less any prior reimbursements.</p>
Health Savings Accounts (HSAs)	<p>If you are considered a full-time employee per the PPACA, you will be routed a benefit event in myURHR Workday to continue, change, or waive your HSA elections.</p> <p>If you are not considered a full-time employee per the PPACA, HSA contributions via payroll deductions stop as of your transfer date. However, your HSA is solely owned by you and will continue with you even after you are no longer employed by the University or if you otherwise become ineligible for benefits. This means that you can continue to make contributions to your HSA as long as you are enrolled in HSA-eligible coverage and you will continue to have access to the funds in your HSA. Your HSA will move from the University group to an individual account within the bank, so please contact your Third-Party Administrator, HSA Bank, for details.</p>
University-Paid Basic Term Life Insurance	<p>University-Paid Basic Term Life insurance and University-Paid Basic Accidental Death & Dismemberment (AD&D) insurance will be cancelled as of your status change date. Faculty and staff may elect to continue University-Paid Basic Term Life insurance for one year prior to porting or converting coverage. Also, see separate document entitled, Option to Continue/Port Term Life Insurance Coverage For Faculty and Staff of the University of Rochester & Their Dependents.</p>
Group Universal Life (GUL) Insurance Optional Accidental Death & Dismemberment Insurance (AD&D) Dependent Group Term Life Insurance	<p>Faculty/staff who are enrolled in <i>Group Universal Life (GUL)</i>, <i>Optional Accidental Death & Dismemberment (AD&D)</i>, and/or <i>Dependent Group Term Life insurance</i> may continue this policy. The faculty/staff member will be billed directly by Securian Financial.</p>

Short-Term Disability	Time-As-Reported (TAR) faculty and staff members receive statutory pay, as required by New York State.
Paid Time Off Plan for nonexempt job classifications (excluding those in PAS job classifications paid hourly) whose primary appointment is in division 40, 50, 60, 90, 91 or 92	Unused Paid Time Off (PTO) hours will roll over into the TAR sick leave bank. Employees will begin earning sick leave at a rate of 1 hour for every 30 hours worked. Sick leave use will be limited to a maximum of 56 hours per year.
Long-Term Disability	Long-Term Disability (LTD) Insurance is cancelled upon changing status to TAR.
Retirement Program	<p>Time-as-Reported (TAR) staff are eligible to receive the University's Direct Contribution if they satisfy the two-year service requirement. Additionally, TAR staff must work a minimum of 1,000 hours per Plan Year to receive the University's Direct Contribution.</p> <p>You are not eligible to receive the University's Direct Contribution if you are a temporary employee, departmental fellow, intern, resident, fellow, postdoctoral fellow, postdoctoral research associate, postdoctoral teaching fellow, EDC associate, non-GFT clinical faculty, visiting faculty, adjunct/per session faculty, part-time assistant coach, in-house agency nurse, in-house operating room technician, leased employee, or student whose employment is incidental to your education at the University, or if the University treats you as an independent contractor (regardless of your actual status).</p> <p>If you are participating in Voluntary Contributions to the Retirement Program, your contributions via payroll deductions will continue based on your current salary deferral election unless you make a change. You may change your Voluntary Contributions any time during the year online at www.tiaa.org/rochester or via telephone at 800 410-6497, Monday to Friday, 8 a.m. to 10 p.m. (ET).</p>
Post-Retirement Benefits	<p>Eligibility for Post-Retirement Benefits is limited to full-time and part-time faculty and staff. If you are eligible for Post-Retirement benefits at the time you transition to TAR, you may wish to contact the Office of Total Rewards at 275-2084 to understand your benefit eligibility.</p> <p>If you later change status into a position eligible for the full-range of University Benefit Plans, the status change date is considered your "Rehire date". In addition, service in a TAR position does not count for eligibility for post-retirement benefits.</p> <p>If you were Hired prior to 1996 and are Rehired after 1996 into a benefits-eligible position, you will not be eligible for benefits under the Post-Retirement Benefit plan for those whose most recent date of Hire or Rehire is before 1/1/96 (4R). Instead, your benefits will be determined under the Post-Retirement Benefit plan for those Hired or Rehired on 1/1/96 or thereafter (5R).</p>
Vacation	If a staff member has completed at least six months of service upon a change to an ineligible status (TAR), payment of accumulated vacation, up to one year's entitlement, is made.
Tuition Benefits	Tuition benefits for a faculty/staff member are cancelled as of your status change date.

YOUR Benefits Extras <ul style="list-style-type: none"> • VSP Vision Care • MetLife Legal Plan • Allstate Identity Protection • Group Auto & Home Insurance 	<p>If you wish to continue the vision plan, you will be sent a separate document that explains your rights under COBRA continuation coverage. If you wish to continue your legal plan benefit, you must enroll for portable enrollment within 30 days of your status change date. Contact MetLife's Client Service Center at 1-800-821-6400, Monday–Friday (8am – 8pm ET). If you wish to continue Allstate Identity Protection, contact the Privacy Advocate Team within 90 days of your status change date at 1-800-789-2720. If you wish to continue your Auto & Home insurance coverage, you will be billed directly by your carrier.</p>
University Home Ownership Incentive Program	<p>Upon your status change date, if you have not satisfied the employment requirement (5 years after closing), you must repay the loan immediately (repayment amount prorated based on length of benefits-eligible employment after closing).</p>
Child Care Subsidy	<p>Award payments stop as of your change to TAR status. You can no longer use the funds towards any future child care expenses. You will have until April 30th following the end of the plan year to submit eligible expenses incurred during the plan year. The amount available for reimbursement is limited to the amount credited to your Dependent Care FSA, less than any prior reimbursements.</p>

The University reserves the right to modify, amend, or terminate the plans at any time, including actions that may affect coverage, cost-sharing, or covered benefits, as well as benefits that are provided to current and future retirees. This document provides only a summary of the main features of the plan. Detailed information on the benefit plans is available on the Office of Total Rewards website www.rochester.edu/totalrewards. A paper copy of this information is available for free from the Office of Total Rewards.

Any forms not available online can be obtained by contacting Office of Total Rewards at (585) 275-2084, or by email at totalrewards@rochester.edu.