

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)

RETIREMENT 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:

- Personal Health Assessment
- Lifestyle management programs
- Condition management coaching
- 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.

ENROLLMENT DETAILS

Find additional information and enroll online at:

garnett-powers.com/rochester.

Questions can be directed towards Gallagher Benefit Services.

Phone: 1-844-243-0027

Email:

UniversityServices.GBS.Urpd@ajg.com

Find additional information and apply for the Child Care Subsidy online at <http://rochester.edu/totalrewards/family/>

ENROLLMENT DETAILS

1. Go to 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.

ENROLLMENT AND ELIGIBILITY DETAILS (Well-U & UR Medicine EAP)

Visit rochester.edu/well-u

Enroll within 30 days of hire/eligibility

Enroll anytime

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. Only eligible for Postdoctoral Associates (job code 0093)
- Subsidized Backup Care by Care.com - For children and adults when there is a temporary disruption in normal care arrangements. 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](http://rochester.edu/totalrewards/health) - (585) 275-8686

[Monroe Mobile Crises Team](http://rochester.edu/totalrewards/health) - (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.

ENROLLMENT DETAILS

1. **Confirm your eligibility** by calling (585) 275-0476 or emailing TuitionBenefits@ur.rochester.edu.
2. **Fill out an application** - Employee Tuition Waiver Applications are available on HRMS (rochester.edu/people) by following the path Self Service > Benefits > Tuition > Apply Employee Tuition Waiver

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@4groupitci.com

ENROLLMENT DETAILS

Employees are automatically enrolled upon hire.