

Summary of Benefits Upon Change in Status

from Part-time to Full-time*

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| Health Care Plans | Your change to full-time will not affect your eligibility. Please refer to the Health Care Plans Premium Rate Sheet (Premium Rate Sheet) to confirm the cost-sharing arrangement for your full-time salary band. |
| Dental Plans | Your change to full-time will not affect your eligibility. |
| Flexible Spending Accounts (FSAs) | <p>Your change to full-time will not affect your eligibility.</p> <p>Health Care FSA Change to full-time does not allow for change in FSA annual election amount.</p> <p>Dependent Care FSA If change to full-time results in an increase to day care expenses, you will be allowed to increase your FSA annual election amount accordingly.</p> |
| Health Savings Accounts (HSAs) | Your change to full-time will not affect your eligibility. |
| University-Paid Basic Term Life Insurance | As a full-time faculty/staff member, your University-paid Basic Term Life Insurance is one-half your salary, with a minimum of \$15,000 and a maximum of \$50,000. |
| Group Universal Life (GUL) Insurance Optional Accidental Death & Dismemberment (AD&D) Dependent Group Term Life Insurance | <p>Any Group Universal Life (GUL) insurance salary multiple you have elected will continue based upon your current salary.</p> <p>Any Optional Accidental Death & Dismemberment (AD&D) and/or Dependent Group Term Life insurance you have elected will continue based upon your current salary.</p> |
| Short-Term Disability | <p>Nonexempt job classifications (excluding those in PAS job classifications paid hourly) -</p> <ul style="list-style-type: none"> ▪ Whose primary appointment is in divisions 10, 20, 21, 22, 23, 24, 30, or 70, your change to full-time will not affect your eligibility for sick days. ▪ Your change to full-time will not affect your eligibility for Short-Term Disability; however the amount of salary continuation may change. <p>Faculty and Professional, Administrative, and Supervisory (PAS) in salary grades 50 and above job classifications (including PAS paid on an hourly basis) - your change to full-time will not affect your eligibility.</p> |

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| 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 | Your change to full-time will not affect your eligibility. |
| Long-Term Disability | Your change to full-time will not affect your eligibility for participation; however as a full-time faculty/staff member Limited LTD Insurance is paid for entirely by the University. Full-time faculty and staff who choose Full LTD coverage pay 30 cents a month or 15 cents per semi-monthly /bi-weekly pay period for each \$1,000 of covered annual salary above \$15,000, to a maximum covered annual salary of \$300,000. |
| Retirement Program | If you are currently eligible for the University's Direct Contribution to the Retirement Program, it will continue, based on your new annual salary. 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). |
| Vacation | For staff, your change to full-time will not affect your eligibility. (One day means 1/5 of standard weekly work hours.) |
| Tuition Benefits for Self | <p>After completion of 1 year of service (If you have not yet met the service requirement, your current service hours will be calculated and your service time will be factored accordingly), the employee <u>tuition waiver</u> benefit is based on the current salary of regular full-time faculty/staff at the beginning of each relevant period (semester/mini-semester) for up to two credit-bearing courses taken at the University of Rochester that are related to the employee's job at the University or part of a degree plan that would prepare an employee for a future job within the University.</p> <p>Regular Full-Time Faculty/Staff Earning < \$64,900 ➤ 95% Tuition Waiver</p> <p>Regular Full-Time Faculty/Staff Earning \$64,900-\$138,500 ➤ 90% Tuition Waiver</p> <p>Regular Full-Time Faculty/Staff Earning > \$138,500 ➤ 80% Tuition Waiver</p> <p><i>The annual index for the salary bands are based on changes in the national average wages as reported by the Bureau of Labor Statistics.</i></p> <p><i>For University of Rochester credit-bearing courses that do not meet the criteria outlined above: The amount of tuition waiver benefit will be set at 70%.</i></p> <p>In no instance is a full-time employee eligible for tuition waiver of more than a total of 2 credit-bearing courses per semester/mini-semester.</p> |

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| Tuition Benefits for Self (Continued) | After completion of 1 year of service (If you have not yet met the service requirement, your current service hours will be calculated and your service time will be factored accordingly), you will be eligible to receive a 70% <u>tuition reimbursement</u> for up to two courses (including approved non-credit courses and certification/recertification exams) in each relevant semester, if such course is directly related to the employee's job at the University. |
| Tuition Benefits for Dependent Children | <p>After completion of 5 years of service (if you have not yet met the service requirement, your current service hours will be calculated and your service time will be factored accordingly), the University of Rochester will provide a tuition waiver equal to 50% of the stated full tuition cost at the applicable UR school or college, for up to four years of undergraduate study, not to exceed a total of 8 semesters (including summer semesters). Tuition Benefits will be pro-rated for part-time study.</p> <p>Or upon the faculty or staff member's completion of ten years of full-time service, undergraduate dependent children of regular full-time faculty and staff who matriculate as first-time, first year <u>freshman</u> students are eligible for the University of Rochester to provide a tuition waiver equal to the difference between the stated full undergraduate tuition cost at the applicable UR school or college and the full undergraduate tuition cost for New York State residents for Baccalaureate Degree programs at SUNY colleges, for up to four years of undergraduate study, not to exceed a total of 8 semesters (including summer semesters). Tuition benefits will be pro-rated for part-time study.</p> |
| University Home Ownership Incentive Program | Your change to full-time does not affect your eligibility. |
| YOUR Benefits Extras <ul style="list-style-type: none"> • VSP Vision Care • MetLife Legal Plan • Allstate Identity Protection • Group Auto & Home Insurance | Your change to full-time does not affect your eligibility. |
| Business Travel Insurance | Your change to full-time does not affect your eligibility. |
| Wellness Program (Well-U) | Your change to full-time does not affect your eligibility. |
| Child Care Subsidy | Your change to full-time does not affect your eligibility. |

***A letter will be sent to your home upon your status change.**

NOTE: Post-retirement benefits are based upon work status at time of retirement and may vary for those who retire from FT -vs. - PT.

Full-Time: for nonexempt job classifications (excluding those in PAS job classifications paid hourly): a regular weekly work schedule of at least 35 hours; for all professional, administrative, and supervisory (PAS) job classifications (including PAS paid on an hourly basis): a weekly work schedule of 40 hours or more; for faculty: a normal full teaching and research load as defined for the faculty by the college or school concerned.

Part-Time: a regular weekly or monthly schedule which is less than that required for full-time status but generally not less than 17.5 hours per week in the case of those in nonexempt and/or professional, administrative, and supervisory (PAS) job classifications. For faculty, it indicates that the individual carries at least half the normal (full) teaching and research load as defined for faculty by the college or school concerned.

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.