Time-as-Reported (TAR) Benefits Summary
Temporary or TAR Employees - University of Rochester

HEALTH CARE
If you are considered a full-time employee per the Employer Shared Responsibility Mandate of the Patient Protection and Affordable Care Act (PPACA), you may be eligible¹ for health coverage through the University of Rochester Health Care Plan. See the ACA premium rate sheets and the University's Measurement and Stability Periods Policy for additional information.

Find additional health care information at rochester.edu/totalrewards/health.

HEALTH SAVINGS ACCOUNT (HSA)
If you are considered a full-time employee per the PPACA and are enrolled in the University's YOUR HSA-Eligible health care plan, you may choose to contribute to an HSA.

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

RETIREMENT PROGRAM
Voluntary Contributions
Begin making Voluntary Contributions² to the Retirement Program at any time.

University Contributions
TAR staff members are eligible for University Contributions³ after 2 years of service in which they work a minimum of 1,000 hours per Plan Year. The University Direct Contribution is 6.2% of your eligible compensation, up to the breakpoint of $65,000, then 10.5% of eligible compensation in excess of the breakpoint, up to the IRS limit ($345,000).

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

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/.

ENROLLMENT DETAILS
(Health Care and HSA)
If you are deemed eligible, the Office of Total Rewards will send you a notification letter and benefit enrollment details 2-3 weeks following your date of hire. Eligible employees are responsible for their share of the premium and any outstanding premiums will be subject to arrears and deducted from a future paycheck.

ENROLLMENT DETAILS
1. Go to TIAA.org/rochester and click “Enroll or update.”
2. Click “Register now.”
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 Form on HRMS (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.

ENROLLMENT DETAILS
Visit rochester.edu/totalrewards/family/
WELL-U
The University’s wellness program, Well-U, provides employees with programs such as:
• Emotional & mental health resources
• 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.

LONG-TERM CARE
Long-term care (LTC) insurance2 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.

Leaves, Disability, and Vacation
Find information about your job classification, standard work hours, etc. using the Benefits Eligibility Key, found on HRMS (rochester.edu/people) by following the path Main Menu > Self Service > Benefits > Benefits Eligibility Key.

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.

HOLIDAYS
Hourly paid staff members who work either on the University holiday or the legal holiday receive holiday pay in the form of double time for hours worked.

Additional information about leave, disability, and vacation can be found on rochester.edu/human-resources/benefits/leave-disability/.

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.

1 Postdoctoral Associates and Fellows do not qualify for benefits under the University Health Care Plan.
2 Visiting Postdoctoral Fellows are not eligible.
3 Refer to the Retirement Program’s eligibility & enrollment page of the Total Reward’s website for detailed eligibility information.