Resident & Fellow Benefits Summary

Regular Full-Time and Part-Time Residents & Fellows - University of Rochester

HEALTH CARE
The University of Rochester offers two Health Care Plan options:

• YOUR PPO Plan
• YOUR HSA-Eligible Plan

Coverage options include employee only, employee and children, employee and spouse/domestic partner, or family, and you may choose to have your Plan administered by either Excellus BlueCross BlueShield or Aetna. Health care coverage will be effective on the date of hire or appointment.

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

FLEXIBLE SPENDING ACCOUNTS (FSA)
FSA options include:

• Health Care FSA
• Limited Purpose Health Care FSA (must be enrolled in the HSA Health Plan)
• 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.

HEALTH SAVINGS ACCOUNT (HSA)
If you are enrolled in the YOUR HSA-Eligible Plan you may choose to contribute to an HSA. HSA 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/hsa.

DENTAL
The University of Rochester offers two Dental Plan options:

• Traditional Dental Plan
• Medallion Dental Plan

Coverage plan options include employee only or family and is administered by Excellus BCBS. Dental coverage will be effective on the date of hire or appointment.

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

METLIFE LEGAL PLAN (formerly known as Hyatt 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.

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. University health care plans do not include routine vision coverage (annual eye exam and eye wear), therefore eligible employees have two options through VSP Vision Care: UR Vision Basic and UR Vision Plus.

Find additional information at YOURBenefitsExtras.com.

ENROLLMENT DETAILS
(Health Care, FSA, HSA, Dental)

1. Log on to HRMS (rochester.edu/people) using your NetID.

2. Follow the path: Main Menu > Self Service > Benefits > Benefits Enrollment.

3. Make your health care, FSA, HSA, and/or dental elections.

4. You will receive a confirmation email once you successfully enroll.

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

ENROLLMENT DETAILS
(MetLife Legal Plan & VSP Vision Care)

Enroll online at www.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.
Enroll within 90 days of hire/eligibility

LIFE INSURANCE
- University-Paid Basic Term Life Insurance
  Covers 150% of your annual salary.

- Group Universal Life (GUL) Insurance
  Elect coverage from 1-6 times your annual salary. Those who enroll in GUL insurance also have the option to enroll in accidental death and dismemberment (AD&D) coverage, group term life insurance for a spouse/domestic partner, and group term life insurance for dependent children.

Note: Proof of good health may be required for elections and group term life insurance for dependent children.

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

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

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

WELL-U
The University’s wellness program, Well-U, provides staff members with programs such as:
- Personal Health Assessment (including a biometric screening)
- Lifestyle management programs
- Condition management coaching
- Emotional & mental health resources
- Physical fitness development opportunities
- Food & nutrition support

Find additional information, including eligibility requirements, at rochester.edu/well-u.

LIFE-WORK CONNECTIONS/EAP
Professional & confidential guidance provided at no cost for employees and their immediate family members. Life-Work Connections/EAP will help assess issues and provide short-term counseling and referrals as needed with life events.

Find additional information at www.urmc.rochester.edu/life-work-eap.

ENROLLMENT DETAILS
University-Paid Basic Term Life Insurance
Eligible employees are automatically enrolled. To designate your beneficiary:
- 1. Log on to HRMS (rochester.edu/people) using your NetID.
- 2. Click on “Securian Financial” on the HRMS homepage.

Group Universal Life (GUL) Insurance
- 1. Log on to HRMS (rochester.edu/people) using your NetID.
- 2. Click on “Securian Financial” on the HRMS homepage.
- 3. Elect 1-8 times your annual salary, up to a maximum of $1,500,000. You may request an increase, decrease, or cancel this coverage at any time.

Tuition Benefits
Employee Tuition Waiver for Courses at the University of Rochester:
- Full-time Strong Memorial Hospital residents and fellows are eligible upon appointment for a 95% tuition waiver for up to 2 credit-bearing courses per semester/quarter at the University of Rochester.
- Find additional information at rochester.edu/totalrewards/tuition.

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.

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 YOURBenefitsExtras.com.

FAMILY CARE PROGRAM
Supporting the diverse care needs of you and your family, the University’s Family Care Program offers:
- Free Premium Care.com Membership - Find providers for child care, pet care, household tasks, elder care, and much more.
- The Children’s School at URMC - Priority placement and 10% discount
- Child Care Select - 10% discount at any KinderCare location
- 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.

1. Verify Employment Eligibility - Contact the Office of Total Rewards at (585) 275-7013.
2. Complete Grant Application - Contact the City of Rochester regarding their grant application by calling (585) 428-6888.
3. Choose a Lender - Discuss mortgage options with one of the participating banks/credit unions.

LONG-TERM CARE
- To learn more or to enroll, contact Legacy Services at:
  - Phone: 1-800-230-3398
  - Email: custsvc@4groupltci.com
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.

Leave, 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.

HOLIDAYS

Full- and part-time residents and fellows are eligible for 8 University paid holidays: New Year’s Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Friday after Thanksgiving, and Christmas Day. Each holiday equals one-fifth of the individual’s standard weekly work hours.

SHORT-TERM DISABILITY

For regular full- and part-time Strong Memorial Hospital residents and fellows, full salary is continued during disability leave, beginning on the 8th consecutive day of disability absence, for up to 6 months. Employees must have at least 4 weeks of service to be eligible.

Strong Memorial Hospital residents and fellows receive benefits in accordance with their programs.

Additional information about leave, disability, and vacation can be found on rochester.edu/working/hr/leave.

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.