

# BENEFITS AT A GLANCE

## FULL-TIME PROFESSIONAL EMPLOYEES, 12-MONTH & LIBRARY FACULTY - UUP

### BINGHAMTON UNIVERSITY

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	BI-WEEKLY PREMIUM
<b>Health Insurance &amp; Prescriptions</b>	<p><b>Plan Options - NYSHIP <a href="#">Choices Book</a></b></p> <p><b>New York State Empire Plan:</b>  <b>Anthem Blue Cross</b> - Hospitalization  <b>United HealthCare</b> - Major Medical/Surgical  <b>Carelon</b>- Mental Health/Substance Abuse  <b>CVS/Caremark</b> - Prescription Plan Administrator</p> <p>For more information go to:  <a href="https://www.cs.ny.gov/employee-benefits/login/">https://www.cs.ny.gov/employee-benefits/login/</a>            Provider search: <a href="http://www.empireplanproviders.com">www.empireplanproviders.com</a></p> <p><b>Health Maintenance Organizations (HMO):</b>            Hospitalization and medical/surgical care by designated primary care physicians</p> <p>For more information and to search providers visit:  <b>HMO Blue</b> - <a href="http://www.excellusbcbs.com/wps/portal/xl">http://www.excellusbcbs.com/wps/portal/xl</a>  <b>MVP</b> - <a href="http://www.mvphealthcare.com">www.mvphealthcare.com</a>  <b>CDPHP</b> - <a href="http://www.cdphp.com">www.cdphp.com</a></p>	Appointments that exceed three months.	28 calendar-day waiting period from beginning of professional obligation	<p><b>*NYS EMPIRE PLAN:</b>  <b>Annual Salary</b>  <b>BELOW \$50,885</b>            Individual \$ 60.07            Family \$ 271.92  <b>Annual Salary of \$50,885 OR ABOVE</b>            Individual \$ 80.09            Family \$ 323.33</p> <p><b>*HMO BLUE:</b>  <b>Annual Salary</b>  <b>BELOW \$50,885</b>            Individual \$ 52.85            Family \$ 223.02  <b>Annual Salary of \$50,885 OR ABOVE:</b>            Individual \$ 70.47            Family \$ 265.85</p> <p><b>*MVP:</b>  <b>Annual Salary</b>  <b>BELOW \$50,885</b>            Individual \$ 63.00            Family \$ 223.75  <b>Annual Salary of \$50,885 OR ABOVE</b>            Individual \$ 81.59            Family \$ 267.38</p> <p><b>*CDPHP</b>  <b>Annual Salary</b>  <b>BELOW \$50,885</b>            Individual \$ 72.59            Family \$ 225.20  <b>Annual Salary of \$50,885 OR ABOVE:</b>            Individual \$ 90.95            Family \$ 269.15</p> <p><b>* Bi-weekly (per paycheck) cost effective January 4, 2024</b>  <b>Salary threshold effective 7/1/24</b></p>

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
<b>Dental and Vision Plans</b>	Partial reimbursement for services through participating and non-participating providers. For more information go to: <a href="http://www.uupinfo.org">www.uupinfo.org</a> and click on Benefits	Eligible to receive health insurance.	28 calendar-day waiting period from beginning of professional obligation.	Jointly funded by UUP and New York State – Administered by the UUP Benefit Fund
<b>Retirement Systems</b>	<p><b>Options TRS (Teachers’ Retirement System) and ERS (Employees’ Retirement System):</b> Defined benefit plans; benefits are based on final five years average salary and years of employment. For more information go to: <a href="http://www.nystrs.org">www.nystrs.org</a> or <a href="http://www.osc.state.ny.us/retire/index.htm">http://www.osc.state.ny.us/retire/index.htm</a></p> <p><b>OPTIONAL RETIREMENT PROGRAM: TIAA, Voya, Corebridge or Fidelity</b> - Defined contribution plan; benefits are based on employer and employee contributions and the success of the investments. Employer contribution is 8% of salary for first seven years of service; 10 % of salary thereafter. For more information go to: <a href="http://www.suny.edu/retirement/orp/#d.en.10525">http://www.suny.edu/retirement/orp/#d.en.10525</a></p>	Membership for full-time employees is mandatory.	<p>Vested after 5 years of full-time service.</p> <hr/> <p>Vested after 366 days in ORP; may be immediately vested with existing TIAA, Fidelity, Voya or Corebridge contracts</p>	<p>Employee contribution is based on salary, as follows:</p> <p>\$45,000 and under: 3%  \$45,000.01 – \$55,000: 3.5%  \$55,000.01 – \$75,000: 4.5%  \$75,000.01 – \$100,000: 5.75%  More than \$100,000: 6%</p> <p><b>NOTE:</b> Pensionable salary is capped at the Governor’s annual salary (\$250K as of 10/27/21) for ERS or TRS membership.</p>
<b>Life Insurance</b>	\$10,000 group life insurance plan. For more information go to: <a href="http://www.uupinfo.org">www.uupinfo.org</a>	Employees represented by UUP.	Date employee is placed on payroll.	No cost to employee.
<b>Flexible Spending Accounts</b>	<p><b>Dependent Care Advantage Account:</b> A portion of salary is designated by employee to cover child, elder and dependent care expenses with tax-free dollars.</p> <p><b>Health Care Advantage Spending Account:</b> A portion of salary is designated by employee to cover unreimbursed health-related expenses with tax-free dollars.</p> <p><b>Adoption Advantage Option:</b> A portion of salary is designated by employee for expenses related to the adoption of an eligible child.</p> <p>Visit <a href="http://www.flexspend.ny.gov/">http://www.flexspend.ny.gov/</a> and select Enrollment Information for details</p>	<p>Must be receiving regular bi-weekly paychecks.</p> <hr/> <p>Must be annual salaried employee and eligible for health insurance.</p>	New employees become eligible after completion of 60 consecutive days of state service, and must enroll within 60 days of hire date or during annual open enrollment period.	<p>The employee determines the amount to be deducted up to IRS-established maximum allowance</p> <p>Funds are “use it or lose it” by 12/31 each plan year</p> <p>Enrollment does not automatically carry over each plan year</p>
<b>Tax Deferred Annuities &amp; Roth After-Tax 403(b) Options</b>	After-tax and deferred tax retirement savings/investment plans <a href="http://www.suny.edu/benefits/vsp/">http://www.suny.edu/benefits/vsp/</a>	Upon employment.	Choice of employee.	Employee contributions through salary reduction subject to IRS limitations. No employer contribution.

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<b>New York State Deferred Compensation</b>	Voluntary savings program designed to provide funds in retirement.  For more information or to enroll go to: <a href="http://www.nysdcp.com">www.nysdcp.com</a> or call 1-800-422-8463	Upon employment.	Choice of employee.	Employee contributions through salary reduction subject to IRS limitations. No employer contribution.
<b>Long Term Disability Coverage</b>	Monthly income benefit equal to 60 percent of covered monthly salary, not to exceed \$7,500 a month; also provides a monthly annuity premium benefit.  For more information go to: <a href="http://www.suny.edu/insurance/ltd/">http://www.suny.edu/insurance/ltd/</a>	Full-time faculty who are disabled for six consecutive months.	First of the month following one year anniversary. If you were covered by a previous employer within the last 3 months with a similar plan, the waiting period may be waived.	No cost to employee.
<b>Tuition Assistance</b>	Partial assistance is available through the UUP Space Available Program or (based on funding) the SUNY Tuition Waiver Program: <a href="https://binghamton.edu/offices/human-resources/benefits/tuition-assistance.html">https://binghamton.edu/offices/human-resources/benefits/tuition-assistance.html</a> Employee pays course fees Contact Meaghan Liberati/HR for more information	Appointment must cover period of support.	Upon employment.	No cost to the employee for this benefit.
<b>Vacation and Sick Leave</b>	Calendar and college year employees accrue both vacation and sick leave according to a schedule. On January 2 of each Agreement year, one vacation day is added to the balance. Note: Academic Year employees do not accrue vacation.*			
<b>Holidays</b>	Eligible for up to 13 holidays per year if they fall on a regularly-scheduled work day. Visit <a href="https://goer.ny.gov/employee-resources">https://goer.ny.gov/employee-resources</a> - click on State Holidays			
<b>Paid Family Leave</b>	Effective 1/1/19: Provides job-protected, paid leave for eligible employees to bond with new child, care for family member with serious health issue & assist with family pressures when military service abroad is necessary			
<b>Paid Parental Leave</b>	NYS provided 12 weeks of Paid Parental Leave to bond with newly born, adopted or fostered child Contact: 607-777-4939 professionals / 607-777-6613 faculty	Benefits eligible employee working at least 50% part-time	Must be benefits eligible and have worked 6 months (calendar year employees)	No cost to employee and no charge to accruals
<b>Important Payroll Information</b>	The State of New York compensates employees biweekly based on a Thursday to Wednesday work week. New York State employees are subject to a two week "lag" payroll system which means you are paid two weeks after the end of a two-week pay period. For more information: <a href="http://osc.state.ny.us/payroll/files/gettingpaid_2013.pdf">http://osc.state.ny.us/payroll/files/gettingpaid_2013.pdf</a>			

New employees cannot be placed on the payroll or issued parking permits or ID cards until they have completed their I-9's and the required personnel/payroll forms indicated in their offer letter. **\*\*NOTE: College-year appointments only accrue and charge vacation & sick leave during obligation period**

July 1 2024