

## ***Benefits at a Glance – Part-Time Academic (UUP) Employees***

### **Health Insurance**

The University at Albany participates in NYSHIP (New York State Health Insurance Program), which offers a variety of medical insurance options to suit employee's needs. Faculty members teaching 6 credits during a semester may receive approximately 6 months of coverage for each eligible semester. Spring eligibility includes summer coverage.

The health insurance carriers servicing the Capital Region are The Empire Plan, CDPHP, HIP and MVP. To review current rates and plan information:

<http://www.albany.edu/hr/assets/choices-user-guide.pdf>.

NYSHIP offers retiree health insurance to employees with 10 years of benefit eligible service, who meet the age requirements for retirement based on the retirement system and tier they are in. Other eligibility requirements apply.

### **Dental and Vision Insurance**

Individual or family coverage is provided at no cost through the UUP Benefit Trust Fund. Union membership is not required. There is an option of two dental plans available through Delta Dental: a Preferred Provider Organization (PPO) or Premier Plan. Davis Vision provides one free examination and one free pair of glasses every 12 months. Must be eligible for health insurance to participate.

### **Retirement Plans**

All employees in teaching titles are eligible to elect to participate in the Employees' Retirement System (ERS) or Teachers' Retirement System (TRS), which are defined benefit plans. Part-time academic employees with TERM employment status may choose from ERS, TRS and the Optional Retirement Program (ORP), which is a defined contribution plan. Retirement system participation is optional for part-time employees, unless they have an active membership from previous employment.

### **Voluntary Savings Program**

Employees have the option to save additional money for retirement with two types of tax deferred savings plans - 403(b) and 457(b). Employee contributions can be made to either or both types of accounts within IRS limits.

### **Dependent Care Advantage Account (DCAA) – Flexible Spending**

Allows employees to pay for dependent care expenses on a pre-tax basis (limit determined by the IRS on an annual basis). Qualified dependents include children under the age of 13; disabled children of any age; and relatives residing in the employee's home who are incapable of caring for themselves. To participate, employees must be receiving regular, bi-weekly paychecks.

### **Healthcare Spending Account (HCSA) – Flexible Spending**

Allows employees to set aside a portion of salary (limit determined by the IRS on an annual basis) on a pre-tax basis, to pay for health-related expenses that are not reimbursed by insurance. Medically necessary medical, dental, prescription, vision, and hearing expenses for enrollees and their eligible dependents may be reimbursed. Must be eligible for health insurance to participate.

### **Tuition Benefits**

The UUP Waiver program provides one free course per semester on a space available basis.

In addition, the State University Employee (SUE) Tuition Program covers up to 50% of up to 6 credits per semester at a SUNY school for part-time employees.

### **Long-Term Disability Coverage**

No cost, monthly income benefit equal to 60% of covered monthly salary, not to exceed \$7,500 a month after a 6 month elimination period has elapsed. This benefit also provides a monthly annuity premium benefit by contributing to a retirement account. Must be eligible for health insurance to be covered. Coverage becomes effective on the first of the month following 1 year anniversary.

### **Life Insurance**

All UUP-represented employees are eligible for a free \$6,000 life insurance policy.

### **Long-Term Care Insurance**

The New York State Public Employee and Retiree Long-Term Care Insurance Plan (NYPERL) allows purchase of a long-term care insurance policy by employees and retirees who are eligible for enrollment in the NYS Health Insurance Program. This coverage applies to care in a nursing home, assisted living facility or at home. Must be eligible for health insurance to elect this coverage.

### **Sick Leave**

Part-Time Academic employees accrue sick leave based on course load. Employees may accrue a maximum of 200 sick days, which may be used to offset the cost of health insurance at the time of retirement.

<b>Number of Courses</b>	<b>Days Earned</b>
1	¼ day per month
2	½ day per month
3	1 day per month

### **Holidays**

Up to 12 holidays per year, if they fall on a regularly scheduled work day, during which, class is not in session.

### **Employee Assistance Program (EAP)**

EAP is a confidential referral service for personal and/or workplace issues. The goals of EAP are to offer support to University employees and promote a healthy state of mind and wellbeing, both in and out of the workplace. The EAP coordinator is available to all employees, retirees and their family members to discuss the types of services readily available within our community.

### **NYS 529 Plan**

The best line of defense against the rising cost of higher education is to start saving early. The 529 College Savings Program helps you do just that. Part savings program, part investment program, earnings on your contributions grow tax free and withdrawals are not taxed if used for qualified educational expenses.

### **University ID – SUNYCard**

Faculty/Staff ID cards are issued through the SUNYCard Office. Your SUNYCard may be required to access certain services. For hours of operation see <http://www.albany.edu/uas/sunycard.php>.

### **Employee Discounts**

Members of the SUNY family may be eligible for group discounts and offers from a variety of providers. Discount categories include cellular phone service, travel, retail and dining and UA events.

### **Access to University Facilities**

UAlbany offers its employees access to University athletic facilities, fitness center, Libraries, the Performing Arts Center, and the Art Museum.

### **Bus Services & Parking**

University employees can ride all UAlbany Mass Transit bus services, including UAlbany bus routes and all CDTA bus routes using their SUNYCard. Faculty/Staff parking is available for vehicles registered through Parking & Mass Transit Services <http://www.albany.edu/pmts/>.

### **Information Technology Service (ITS)**

ITS will assign you a university email (@albany.edu). Important information is communicated via campus email. ITS also offers a variety of workshops and training sessions for using popular software programs and various IT services. Blackboard Teaching with Technology workshops are available to faculty across a wide range of topics, and are offered in face-to-face, online and webinar formats.

### **The Institute for Teaching, Learning and Academic Leadership (ITLAL)**

This institute is a resource for those faculty who are looking to sharpen their professional practice, but don't have time to spend years conducting formal research before moving to action. Sometimes it's enough to find an idea that already has a proven track record and just run with it. ITLAL's function is to play this role of faculty teaching resource and "personal coach" in ways that work for a range of disciplines, instructional needs and even personalities. ITLAL holds general events and workshops, provides instructional leadership academies, and performs one-on-one consultations, in addition to providing other resources.