## BENEFITS AT A GLANCE

### PART-TIME ACADEMIC FACULTY – UUP

**BINGHAMTON UNIVERSITY**

<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>DESCRIPTION</th>
<th>ELIGIBILITY</th>
<th>EFFECTIVE DATE</th>
<th>BI-WEEKLY PREMIUM</th>
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</thead>
</table>
| Health Insurance/Prescriptions | Plan Options – NYSHIP [Choices Book](#) | Effective 1/1/19, part-time academic employees who teach at least six or more credits, contact hours or credit equivalents per semester | 28 calendar-day waiting period from hire date | *NYS EMPIRE PLAN:*  
Annual Salary **BELOW** $50,885  
Individual $60.07  
Family $271.92  
Annual Salary of **$50,885 OR ABOVE:**  
Individual $80.09  
Family $323.33 |
| New York State Empire Plan: |  
Anthem Blue Cross - Hospitalization  
United HealthCare – Major Medical/Surgical  
Carelon – Mental Health/Substance Abuse  
CVS/Caremark – Prescription Plan Administrator |  
Appointments must exceed three months  
Receive 13 pay periods of coverage for each eligible semester |  |  |
| Health Maintenance Organizations (HMO): |  
Hospitalization and medical/surgical care by designated primary care physicians |  |  | *HMO BLUE:*  
Annual Salary **BELOW** $50,885  
Individual $52.85  
Family $223.02  
Annual Salary of **$50,885 OR ABOVE:**  
Individual $70.47  
Family $265.85 |
|  | For more information go to:  
https://www.cs.ny.gov/employee-benefits/login/  
Provider search: [www.empiereplanproviders.com](http://www.empiereplanproviders.com) |  |  | *MVP:*  
Annual Salary **BELOW** $50,885  
Individual $63.00  
Family $223.75  
Annual Salary of **$50,885 OR ABOVE:**  
Individual $81.59  
Family $267.38 |
|  | Health Maintenance Organizations (HMO):  
Hospitalization and medical/surgical care by designated primary care physicians |  |  | *CDPHP:*  
Annual Salary **BELOW** $50,885  
Individual $72.59  
Family $225.20  
Annual Salary of **$50,885 OR ABOVE:**  
Individual $90.95  
Family $269.15 |
|  | For more information and to search providers visit:  
MVP – [www.mvphealthcare.com](http://www.mvphealthcare.com)  
CDPHP – [www.cdphp.com](http://www.cdphp.com) |  |  | *  Bi-weekly (per paycheck) cost effective January 4, 2024  
Salary threshold effective 7/1/24 |
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<tr>
<td>Dental and Vision Plans</td>
<td>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</td>
<td>Must be eligible for health insurance coverage</td>
<td>28 calendar-day waiting period from hire date</td>
<td>Jointly funded by UUP and New York State – Administered by the UUP Benefit Fund</td>
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<td>Retirement Systems</td>
<td>Options TRS (Teachers’ Retirement System) and ERS (Employees’ Retirement System): Defined benefit plans; benefits are based on final average salary and years of employment as defined by Tier. 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> Optional Retirement Program: TIAA, Voya, Corebridge, or Fidelity - 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></td>
<td>Membership for part-time employees is optional in TRS and ERS ORP membership is available to part-time academic employees with TERM appointments.</td>
<td>Vested after 5 years of full-time service. Vested after 366 days in ORP; may be immediately vested with existing TIAA, Fidelity, Voya or Corebridge contracts</td>
<td>Employee contribution is based on salary, as follows: $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%</td>
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<td>Life Insurance</td>
<td>$10,000 group life insurance plan. For more information go to: <a href="http://www.uupinfo.org">www.uupinfo.org</a></td>
<td>Employees represented by UUP.</td>
<td>Date employee is placed on payroll.</td>
<td>No cost to employee.</td>
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<tr>
<td>Flexible Spending Accounts</td>
<td>Dependent Care Advantage Account: A portion of salary is designated by employee to cover child, elder and dependent care expenses with tax-free dollars. Health Care Advantage Spending Account: A portion of salary is designated by employee to cover unreimbursed health-related expenses with tax-free dollars. Adoption Advantage Option: A portion of salary is designated by employee for expenses related to the adoption of an eligible child. Visit <a href="http://www.flexspend.ny.gov/">http://www.flexspend.ny.gov/</a> and select Enrollment Information for details</td>
<td>Must be receiving regular bi-weekly paychecks. Must be annual salaried employee and eligible for health insurance.</td>
<td>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.</td>
<td>The employee determines the amount to be deducted up to IRS-established maximum allowance Funds are “use it or lose it” by 12/31 each plan year Enrollment does not automatically carry over each plan year</td>
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<td>Long-Term Disability Coverage</td>
<td>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></td>
<td>Must be eligible for health insurance coverage; benefits begin following six months of total disability.</td>
<td>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.</td>
<td>No cost to employee.</td>
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<td>Tuition Assistance</td>
<td>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</td>
<td>Appointment must cover period of support.</td>
<td>Upon employment.</td>
<td>No cost to the employee for this benefit.</td>
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<td>Holidays</td>
<td>Eligible for up to 13 holidays per year (refer to UUP Contract for eligibility clarification)</td>
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<td>Sick Leave</td>
<td>Current Number of courses 1 course 2 courses 3 courses As of July 1, 2024 3 credit hours/equiv to &lt;6 6 credit hours/equiv to &lt;9 9 credit hours/equiv 9+</td>
<td>Days Earned ¼ day per month ½ day per month 1 day per month</td>
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<td>Paid Family Leave</td>
<td>Provides job-protected, paid leave for eligible employees to bond with new child, care for family member with serious health issue &amp; assist with family pressures when military service abroad is necessary</td>
<td>Funded through contributions taken as payroll deductions Contact: 607-777-6613 Visit <a href="https://www.suny.edu/benefits/attendance/ppl/">https://www.suny.edu/benefits/attendance/ppl/</a> for details</td>
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<tr>
<td>Paid Parental Leave</td>
<td>NYS provided 12 weeks of Paid Parental Leave to bond with newly born, adopted or fostered child</td>
<td>Benefits eligible employee working at least 50% part-time</td>
<td>Must be benefits eligible and have worked at least one semester (academic year employees)</td>
<td>No cost to employee and no charge to sick leave accruals</td>
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<tr>
<td>Important Payroll Information</td>
<td>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></td>
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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.

July 1 2024