As a complement to the health care benefits described inside, the RF offers wellness programs that reward employees for taking better care of their health.

Earn up to $100 each quarter through the Virgin Pulse wellness program for performing healthy behaviors, such as exercising, good nutrition, completing wellness challenges and taking health quizzes.

Get a $400 gift card for seeking a second opinion that can help you and your doctor make more informed decisions about certain surgical procedures, such as weight-loss surgery, hip or knee replacement, and back surgery.

Enjoy a $300 refund per year on gym memberships at public health fitness centers. Discount is available to enrollees in an RF PPO plan.

Learn More about all our benefits at www.rfsuny.org/benefits. Scan this code with your mobile device to get there right away.
Overview of 2017 Benefits

Your Health

Health Care
Our Health Care plan features two PPO plans through Empire Blue Cross as well as a selection of HMOs that are available based on your location. Employees working at least 50% of full time and employees determined to be full time under a method permitted by the Affordable Care Act are eligible to enroll. Eligible employees traveling internationally for business also receive health care coverage. The RF shares the cost of premiums with employees.

Dental Care
Our plan offers the freedom to visit any dentist. Covered care includes preventive services (exams and cleanings), basic services (fillings), major services (dentures and bridges) and orthodontics. Employees working at least 50% of full time on a regular appointment are eligible to enroll. The RF shares the cost of premiums with employees.

Vision Care
The Vision Care plan covers exams, lenses and frames or contact lenses every two years. Employees working at least 50% of full time on a regular appointment are eligible to enroll. The RF pays the entire cost of this coverage.

Financial Security

Disability and Income Protection
The RF provides disability and income protection if you are unable to work due to illness or injury. Workers’ Compensation and New York State Short-Term Disability cover all employees. For our Voluntary Short-Term Disability and Long-Term Disability (LTD) plans, eligibility, coverage and contribution levels vary depending on your elections and full-time status.

Life and Accidental Death & Dismemberment Insurance (AD&D)
The RF provides $50,000 in Basic Life and AD&D at no cost to you. After satisfying a waiting period, basic coverage is automatic. You also may purchase additional coverage for yourself in increments of your salary up to $300,000. Optional Life coverage for your spouse/domestic partner and eligible dependent children is also available. Employees working at least 50% of full time on a regular appointment are eligible.

Retirement

Retirement Benefits
The RF makes contributions to the Basic Retirement plan for employees in a regular appointment who meet a one-year waiting period. During your first seven years of service, the contribution rate is equal to 8% of your earnings. Then, the rate increases to 10%. All regular and summer non-student employees may choose to contribute to the RF’s Optional Retirement plan immediately upon being hired. A Deferred Compensation plan and Retiree Health Care plan are available to those who meet eligibility requirements.

Phased Retirement
You may be able to “phase into” retirement by changing from full time to part time while maintaining full-time benefits coverage. You also may begin collecting retirement benefits. Eligible employees must be at least age 55 and have the equivalent of at least 10 years of full-time service with the RF.

Additional Benefits

Flexible Spending Accounts (FSAs)
The Health Care and Dependent Care FSAs allow you to use pretax earnings to pay qualified expenses. If you enroll in a Dependent Care FSA, the RF will contribute an annual lump-sum subsidy of $300 to $800 based on your income. Salaried, non-student employees working at least 50% of full time are eligible. Waiting period and other conditions apply.

College Savings Program
You may contribute $5,000 per year ($10,000 per year for married couples) to pay for future college expenses for your beneficiaries, with tax benefits. Any employee who uses direct deposit can participate.

Commuter Transit and Parking Benefits
RF Ride lets you use pretax payroll deductions to pay for parking and public transportation related to your work commute. Any employee who uses direct deposit can participate.

Unemployment Benefits
You receive 50% of your average weekly wage (up to $405 per week) if you involuntarily terminate employment. This coverage is automatic.

This Benefits Outline is intended to provide general information about Research Foundation (RF) benefits and is not intended to serve as an official plan document or summary plan description. If there is a conflict between this outline and any official plan document, the plan documents will prevail.