

2026 Benefits Outline



Overview of 2026 Benefits for Regular Employees

As the largest, most comprehensive university-connected research foundation in the country, we are excited about our future. From information sciences and nanotechnology to medicine and renewable energy, SUNY discovery is transforming lives and powering New York's economy. We are pleased to present a brief introduction to the attractive benefits we offer our employees.

Your Health

Health Care

Our Health Care plan features two PPO plans through Anthem Blue Cross as well as a selection of HMOs that are available based on your location. Regular employees working at least 50 percent 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 percent 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 plans cover exams, lenses and frames or contact lenses every 12 or 24 months, depending on the plan you select. Employees working at least 50 percent of full time on a regular appointment are eligible to enroll. The RF pays the entire cost of the Basic Vision plan, while you and the RF share in the cost of the Vision Plan Plus.

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 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 \$500,000. Optional Life coverage for your spouse/ domestic partner and eligible dependent children is also available. Employees working at least 50 percent of full time on a regular appointment are eligible.

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.

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. The RF's contribution is equal to 7 percent of your earnings. All regular, postdoctoral, 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 status 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.*

Retiree Health Plan

After you retire, if you meet the eligibility requirements and pay the required premium, the RF will continue your group health care coverage until you reach age 65 and become eligible for Medicare. At age 65, you will be eligible to enroll in Medicare supplemental medical and prescription drug benefits.* The RF will make an annual contribution to a Health Reimbursement Account (HRA) for most retirees to help pay for these premiums and other eligible health care expenses, including deductibles, copays, and coinsurance.

*Service in a postdoctoral position does not count towards eligibility for retiree health or phased retirement.

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 percent 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 Benefits

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

Paid Time Off (PTO) — Parental

Salaried regular and postdoctoral employees who work a minimum of .5 FTE are eligible to accrue Parental PTO. These accruals may only be used to bond with a child during an approved Child Care Leave period, for a maximum of 12 continuous workweeks.

Paid Family Leave

The State of New York provides up to 12 weeks of paid leave to bond with a new child, care for a seriously ill loved one or to help when a family member is called to active military service. The benefit is 67 percent of your average weekly wage, up to the state maximum.

Unemployment Benefits

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

Pet Insurance

Liberty Mutual's customized Pet Insurance delivers multiple policy options — spanning accidents, illnesses and wellness — with affordable coverage and the ability to select the percentage you'll get back from each visit up to 90 percent, your deductible and your annual maximum. Choose the best policy to protect your pet with coverage underwritten by a company with more than 100 years of insurance experience, and the flexibility to use any vet.



It Pays to Make Smart Health Choices

The RF offers wellness programs that reward employees for taking better care of their health.

Earn up to \$100 each quarter through the Personify Health 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 \$400 reimbursement 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.



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