

A photograph of laboratory glassware, including a large Erlenmeyer flask and a graduated cylinder, both containing a red liquid. The scene is set in a laboratory with other glassware visible in the background. The image is overlaid with a blue geometric pattern of white lines forming triangles and diamonds. The top right corner is a solid blue triangle, and the bottom right corner is a solid blue triangle pointing upwards.

# 2021 Benefits Outline

# Overview of 2021 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 Empire 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 \$300,000. 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 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 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 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 for 2021.

## 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.



# At the RF, It Pays to Make Smart Health Choices

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](http://www.rfsuny.org/benefits). Scan this code with your mobile device to get there right away.



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