Your Health Care Plan Rates

Biweekly rates are based on 27 pay periods during the 2021 plan year. The rates (below) are effective January 1, 2021 through December 31, 2021.

<table>
<thead>
<tr>
<th>COVERAGE LEVEL</th>
<th>GRADUATE STUDENT EMPLOYEES BIWEEKLY RATES</th>
<th>GRADUATE FELLOWS BIWEEKLY RATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$13.70</td>
<td>$137.00</td>
</tr>
<tr>
<td>Individual + one dependent</td>
<td>$54.49</td>
<td>$300.17</td>
</tr>
<tr>
<td>Individual + two or more dependents</td>
<td>$77.72</td>
<td>$393.08</td>
</tr>
</tbody>
</table>

There are more details about your Health Care plan in the Summary Plan Description (SPD), which can be found at www.umr.com or www.rfsuny.org/benefits. If you have questions about your RF benefits, or to request a printed copy of the SPD, contact your campus Benefits Office.

New York State Paid Family Leave Program

The New York State Paid Family Leave Program provides job-protected, paid-leave to bond with a new child, care for a loved one with a serious health condition or help relieve family pressures when someone is called to active military service. This benefit is paid for by employees through payroll deduction and it is not optional for most employees.

Paid Family Leave benefits are fully in effect in 2021

Available Leave Time: 12 weeks.

Benefit Amount: 67 percent of your average weekly wage, up to a cap of 67 percent of the Statewide Average Weekly Wage of $1,450.17. The maximum weekly benefit for 2021 is $971.61.

Deduction Rate: .511 percent of weekly earnings capped annually at $385.34.

For more information about the Paid Family Leave Program and how to apply for benefits, refer to the RF Benefits Handbook online at www.rfsuny.org/benefits and select Benefits Publications > Benefits Handbooks.

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