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| HEALTH INSURANCE/ PRESCRIPTIONS | Empire Plan:  
Anthem BlueCross: Hospitalization  
United HealthCare: Major Medical  
Carelon Behavioral Health, Inc.: Mental Health/ Substance Abuse  
CVS/Caremark, Inc.: Prescriptions  
Health Maintenance Organizations (HMOs): Hospitalization/medical care designated by Primary Care Physician. Explanation of the options available to you under the New York State Health Insurance Program (NYS/SHIP) for your health insurance and other elections can be found here. | Full-time employees with appointments that are expected to last 3 months or longer.  
Part-time employees must work at least half-time on a regularly scheduled basis and be expected to work for at least 3 months. (excl. seasonal employees) | 28 day waiting period. | Empire Plan biweekly rates as of 1/1/24:  
Grade 9 & Below:  
Individual: $ 60.07  
Family: $271.92  
Grade 10 & Above:  
Individual: $ 80.09  
Family: $323.33  
| DENTAL & VISION COVERAGE | Available through the CSEA Benefit Trust Fund. | Must be at least half time and eligible to receive health insurance. | 28-day waiting period. | No premium cost. |
| RETIREMENT SYSTEM* | New York State Employees Retirement System (ERS):  
Defined benefit plan; benefits are based on best Final Average Salary and years of service. | Membership for full-time permanent employees is mandatory.  
Membership for employees who are temporary or part-time is optional, except that appointees with current membership must continue to participate. | Permanent full-time Employees: membership is effective on the date of appointment.  
Temporary and Part-time Employees: membership is generally effective upon the receipt of application at ERS. Vested after 5 full-time equivalent yrs ERS service. | Employee contribution is based on salary rate, 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% |
| FLEXIBLE SPENDING ACCOUNTS (PRE-TAX DEDUCTIONS) | A portion of salary is designated by employee to establish a fund to cover eligible costs paid with pre-tax dollars, such as:  
- child care, elder care (Dependent Care Advantage Account - DCAA)  
- out-of-pocket (i.e., co-payments) health care expenses (Health Care Spending Account - HCSA)  
- expenses related to the adoption of an eligible child (Adoption Advantage Account – AAA) | Must be receiving regular biweekly paychecks for dependent care. Must also be eligible for health insurance for health care. | Must enroll within 60 days of date of appointment, reimbursements available on 61st consecutive calendar day.  
For dependent care, effective immediately; for health care, effective as of the latter of date Change in Status application is submitted or date of employment. | The employee determines the amount to be deducted; for 2024, the HCSA min/max employee contribution is $100/$3,200; the DCAA max employee/employer contribution is $5,000/$2,500; the AAA max employee contribution is $16,810. |
| TUITION ASSISTANCE | Partial assistance for additional courses through the SUNY Tuition Waiver program. Fees not covered by Tuition Assistance. Must be SUNY state-operated campus.  
NYS/CSEA Partnership offers full waiver of tuition for limited undergrad courses taken at participating institutions; partial waiver for grad courses; partial reimbursement available upon successful completion of courses at accredited institutions. | Appointment must cover period of support. | Upon employment | No cost to the employee for this benefit. |

† Pensionable salary will be capped at the Governor’s annual salary ($250,000 as of 10/27/2021)
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<td>SUNY VOLUNTARY 403(b) SAVINGS PLAN AND THE NYS DEFERRED COMPENSATION 457(b) PLAN</td>
<td>SUNY Voluntary 403(b) Saving Plan. Current Authorized Investment Providers include: Corebridge, Fidelity, TIAA and Voya. Both plans offer pre- and post-tax savings options. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.</td>
<td>Upon employment.</td>
<td>Choice of employee.</td>
<td>Employee pre- and post-tax contributions through salary reduction subject to IRS limit. The 2024 basic annual limit for both plans is $23,000. Employees age 50 and over may contribute up to $7,500 more per year. The IRS currently establishes separate limits for 403(b) and 457(b) plans, allowing employees to contribute up to twice the limit allowed under either plan alone.</td>
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| DISABILITY & LIFE INSURANCE | Not provided by the University but may be purchased individually through the union. |

| VACATION* | Generally full-time employees earn at the rate of one-half day per pay period, after the completion of 13 pay periods of employment; bonus days are added each year on vacation anniversary date at the rate of 1 day per year of service to a maximum of 20 days’ vacation per year after 7 years. Upon completion of 7 years of service, vacation is earned at a rate of . (13 days/year for first 7 years then 20 days/year thereafter.) Employees also receive bonus days upon completion of 20+ years of service. Vacation is earned as noted, with completion of 1 to 35 or more years of service. Part-time employees who work a regular schedule of at least half time, earn accruals on a pro-rated basis. Generally, on 4/1 of each fiscal year, accumulated vacation credits in excess of 40 days are forfeited. Eligible for up to 13 holidays per year. | | |

| HOLIDAYS* | Full-time employees earn at the rate of one-half day per pay period (13 days/year total), up to an accumulated maximum of 225 days. Part-time employees who work at least half time earn on a pro-rated basis. Eligible for up to 13 holidays per year. |

| SICK LEAVE* | Credited with 5 days of personal leave upon appointment and 5 days each year on personal leave anniversary date. Personal leave is not cumulative and any unused leave remaining at the close of business the day preceding the personal leave anniversary date is cancelled. |

| PERSONAL LEAVE* | New York State will provide 12 weeks of Paid Parental Leave for executive branch state employees to bond with a newly born, adopted, or fostered child. |

| PAID PARENTAL LEAVE (PPL) | New York State has a two-week lag payroll system. This means that each paycheck pays for the period two-four weeks prior to the date of the check. New employees will not receive their first check for approximately four weeks. |

**Completed Years Service** | **Vacation Earned (including bonus days)**
---|---
ASU, ISU & OSU | |
1 | 14 days |
2 | 15 days |
3 | 16 days |
4 | 17 days |
5 | 18 days |
6 | 19 days |
7 | 20 days |
8 to 14 | 20 days (approx. 1.5 days every 4 weeks) |
15 to 19 | 21 days |
20 to 24 | 22 days |
25 to 29 | 23 days |
30 to 34 | 24 days |
35 or more | 25 days |
8 to 19 | 20 days (approx. 1.5 days every 4 weeks) |
20 to 24 | 21 days |
25 to 29 | 22 days |
30 to 34 | 23 days |
35 or more | 24 days |

*Employees paid on an hourly basis do not qualify for Attendance Rules Coverage (holidays, vacation, sick leave, personal, etc.) until completion of 19 consecutive pay periods at 50% effort. **Disclaimer:** This summary highlights only some of the benefits associated with CSEA-represented employment status. It has been prepared for illustrative purposes only and the information provided is partial and subject to change. This summary does not imply, convey, grant or guarantee any benefits, rights, or entitlements. For additional information, please contact your campus Human Resources Benefits Office. (Rev July 2024)