

# Postdoc Benefits Summary

Postdoctoral Associates and Fellows - University of Rochester

(Including Visiting Postdoctoral Fellows)

## MEDICAL POS

Aetna's POS Medical Plan provides coverage for you and your eligible dependents. Coverage will be effective immediately.

## DENTAL POS

The MetLife Dental PPO Plan provides coverage for you and your eligible dependents. Coverage will be effective immediately.

## VOLUNTARY VISION

Aetna's Voluntary PPO Vision Plan offers low-cost copays for exams, lenses or contacts, and frames.

## VOLUNTARY LIFE AND AD&D INSURANCE

Voluntary Life and Accidental Death & Dismemberment (AD&D) insurance are available through The Standard, with \$100,000 guaranteed coverage.

## RETIREMENT PROGRAM

Begin making Voluntary Contributions to the Retirement Program at any time.

Find additional information at [rochester.edu/totalrewards/retirement](http://rochester.edu/totalrewards/retirement).

*Visiting Postdoctoral Fellows are not eligible.*

## WELL-U

The University's wellness program, Well-U, provides programs such as:

- Personal Health Assessment (including a biometric screening)<sup>1</sup>
- Lifestyle management programs<sup>1</sup>
- Condition management coaching<sup>1</sup>
- Physical fitness development opportunities
- Food & nutrition support

<sup>1</sup> Must be enrolled in the University-Sponsored Medical Plan to participate.

Find more information at [rochester.edu/well-u](http://rochester.edu/well-u).

## LIFE-WORK CONNECTIONS/EAP

Professional & confidential guidance provided at no cost for employees and their immediate family members. Life-Work Connections/EAP will help assess issues and provide short-term counseling and referrals as needed with life events.

Find additional information at [www.urmc.rochester.edu/life-work-eap](http://www.urmc.rochester.edu/life-work-eap).

### ENROLLMENT DETAILS

Find additional information and enroll online at [garnett-powers.com/rochester](http://garnett-powers.com/rochester).

Questions can be directed towards Garnett-Powers & Associates.

Phone: 1-844-243-0027

Email: [URPD@Garnett-Powers.com](mailto:URPD@Garnett-Powers.com)

### ENROLLMENT DETAILS

1. Go to [TIAA.org/rochester](http://TIAA.org/rochester) and click "Ready to Enroll."
2. Click "Register with TIAA."
3. Follow the on-screen instructions to complete your enrollment. You will select your contributions, investment choices, and beneficiaries.

### ENROLLMENT DETAILS

(Well-U & Life-Work Connections/EAP)

Visit [rochester.edu/well-u](http://rochester.edu/well-u)

Enroll within 30 days  
of hire/eligibility

Enroll anytime

## FAMILY CARE PROGRAM

The University's Family Care Program offers:

- The Children's School at URM - Priority placement and 10% discount
- Child Care Select - 10% discount at any KinderCare location

Find additional information at [rochester.edu/totalrewards/family/](http://rochester.edu/totalrewards/family/).

### ENROLLMENT DETAILS

Visit

[rochester.edu/totalrewards/family/](http://rochester.edu/totalrewards/family/)

## LONG-TERM CARE INSURANCE

Long-term care (LTC) insurance pays for home health care, assisted living and nursing home care to help people with the functions of day-to-day living when it becomes too difficult to do it on your own.

*Visiting Postdoctoral Fellows are not eligible.*

### ENROLLMENT DETAILS

To learn more or to enroll, contact

Legacy Services at:

Phone: 1-800-230-3398

Email: [custsvc@4groupptci.com](mailto:custsvc@4groupptci.com)

## BUSINESS TRAVEL INSURANCE PLAN

The University provides benefits in case of accidental death, dismemberment, or paralysis while traveling on approved University business away from the principal place of employment for periods of 365 days or less. The travel assistance card is available online at [rochester.edu/benefits/health/healthcare\\_traveling](http://rochester.edu/benefits/health/healthcare_traveling) and should be printed and carried with participants.

### ENROLLMENT DETAILS

Employees are automatically enrolled upon hire.

## MENTAL HEALTH RESOURCES

[UR Medicine Crisis Call Line](http://rochester.edu/urmedicine/crisis) - (585) 275-8686

[Monroe Mobile Crises Team](http://rochester.edu/monroe/mobile/crisis) - (585) 529-3721

These resources are available to postdocs and their families coping with issues related to a mental illness, for example, a panic or anxiety attack, but who do not feel the need to visit the Psychiatric Emergency Department.

## LEAVE, DISABILITY, AND VACATION

Short-Term Disability - Statutory pay (pay required by NYS) begins on the 8th consecutive day of disability absence. Employees must have at least 4 weeks of service to be eligible.

*Visiting Postdoctoral Fellows are not eligible for short-term disability pay.*

Additional information regarding leave, disability, and vacation are per the terms of appointment with your school.