

Summary of Benefits
Full-time Employees (not including Faculty)

Employees represented by collective bargaining agreements should refer to the terms in their respective handbooks or collective bargaining agreements to determine benefit eligibility.

<p>MEDICAL PLAN</p> <p>Eligibility: May vary based upon the position classification</p> <p>Carrier: Aetna (www.aetna.com) (Housekeeping, Maintenance and Grounds via Local 200 medical plan.)</p> <p>Plan Type: Aetna Marist Care & Legacy Marist Care Plan Design and Summary Legacy Plan Design and Summary</p> <p>Contribution: 85% College / 15% Employee</p>	<p>FLEXIBLE SPENDING ACCOUNT (FSA)</p> <p>Eligibility: Date of Hire</p> <p>Carrier: AetnaFSA www.marist.edu/humanresources/pdfs/FSA%20Overview.pdf</p> <p>Plan Type: Pre-tax dollars for eligible health expenses and dependent care.</p> <p>Contribution: IRS Maximum allocations: \$2,600 Health acct., \$2,500 Dependent Care acct. (up to \$5,000 on dependent care accounts if filing taxes as married, joint).</p>
<p>DENTAL PLAN</p> <p>Eligibility: May vary based upon the position classification</p> <p>Carrier: Delta Dental (www.deltadentalins.com) (Housekeeping, Maintenance and Grounds via Local 200 plan)</p> <p>Plan Type: Delta Dental PPO, Delta Dental Premier</p> <p>Contribution: 85% College / 15% Employee</p>	<p>WORKER'S COMPENSATION INSURANCE</p> <p>Eligibility: Date of Hire</p> <p>Carrier: PMA Group</p> <p>Contribution: 100% by Marist</p>
<p>RETIREMENT PLAN</p> <p>Eligibility: 1 year of service at Marist, waived with service at eligible institutions; <i>Mandatory</i> participation.</p> <p>Carrier: TIAA (www.tiaa.org/marist)</p> <p>Contribution: Years 1-6: Marist contributes 7.5% of base salary, employee contributes 4% Years 7-15: Marist contributes 10.5% of base salary, employee contributes 1% Years 16+: Marist contributes 12% of base salary, employee contributes 1%</p>	<p>SHORT TERM DISABILITY INSURANCE</p> <p>Eligibility: 7 day waiting period for each disability claim</p> <p>Carrier: Sun Life</p> <p>Contribution: \$1.30 per semi monthly pay period</p>
<p>SUPPLEMENTAL RETIREMENT PLAN (Voluntary)</p> <p>Eligibility: Date of Hire; <i>Voluntary</i> participation.</p> <p>Carrier: TIAA (www.tiaa.org/marist)</p> <p>Contribution: Fully paid by Employee \$18,000 max contribution in 2017 \$24,000 max contribution for participants age 50+ in 2017</p>	<p>LONG TERM DISABILITY INSURANCE</p> <p>Eligibility: 12-36 months of service (some employee groups not eligible)</p> <p>Carrier: Sun Life</p> <p>Contribution: 100% by Marist</p>
<p>LIFE INSURANCE</p> <p>Eligibility: May vary based upon the position classification. Voluntary participation.</p> <p>Carrier: Sun Life (www.sunlife.com)</p> <p>Plan Type: Basic Life Coverage at 1x base salary, maximum of \$100,000</p> <p>Contribution: 50/50 cost split between Marist and employee. \$.23 per \$1,000 of coverage</p>	<p>TUITION BENEFITS</p> <p>Waiting Period: Employees and their spouses are eligible for educational benefits at Marist beginning with the semester after the completion of four (4) months of employment. Dependent children are eligible for educational benefits beginning with the semester after the employee has completed two (2) years of service.</p> <p>Eligible Credits: Up to 16 undergraduate credits per semester are covered under this policy. Up to 18 graduate credit hours may be taken annually (academic year) by eligible faculty, spouses, and dependent children. Dependent children are eligible to enroll until age 26.</p> <p>Outside Institutions: Dependent children are eligible to obtain a maximum of \$2,000 per semester towards tuition at an accredited institution. Eight (8) full-time semesters only.</p>
<p>HOLIDAYS</p> <p>As designated by the College, and dependent upon staffing needs of the department. View the 2016-2017 Holiday Schedule: www.marist.edu/humanresources/benefits/holiday.html</p>	<p>EMPLOYEE ASSISTANCE PROGRAM</p> <p>Provider: Emergency One, 845-338-4600</p> <p>Plan Type: EAP: www.marist.edu/humanresources/wellness/eapnew.pdf</p> <p>Contribution: Free initial consultations for all faculty and staff.</p>
<p>OTHER BENEFITS</p> <p>Relocation assistance: up to \$7,000 for qualified expenses (Administrators only)</p> <p>On Campus Post Office</p> <p>Discounts on IBM/Lenovo & Apple Computers</p> <p>Discounted Verizon cell phone service</p> <p>Legal Services through Corbally, Gartland and Rappleyea, Esq. 845-454-1110</p> <p>Special Offers at Mike Arteaga's Health and Fitness Center, 845-452-5050 or www.MikeArteaga.com</p> <p>Free On-Campus Parking</p> <p>Library privileges, and access to all dining halls and cafes including on-campus Starbucks</p> <p>Access to McCann Center</p>	<p>VACATION</p> <p>Eligibility: End of Probation period - six (6) months/180 days</p> <p>Benefit: 2 to 4 weeks, dependent on years of service and position held.</p> <p>PERSONAL DAYS</p> <p>Eligibility: End of Probation period - six (6) months/180 days</p> <p>Benefit: May vary based upon the position classification.</p> <p>SICK DAYS</p> <p>Eligibility: End of Probation period - six (6) months/180 days</p> <p>Benefit: May vary based upon the position classification.</p>
<p>UNEMPLOYMENT INSURANCE</p> <p>Eligibility: See New York State eligibility requirements</p> <p>Contribution: 100% by Marist</p>	<p>PLEASE NOTE</p> <p>The actual terms of the various benefit plans are stated in and governed by the formal plan documents. Please contact the Office of Human Resources for more information.</p>

In order to ensure that the College has the flexibility to address changes that might be needed with respect to any applicable College benefit plan (whether as a result of legal changes, changes made by providers, or other changing circumstances), the College reserves the right to modify or terminate plans from time to time. If there is any inconsistency between the description of benefits above and the terms of the applicable plan, the terms of the plan will control and the College will have the discretionary authority to construe any ambiguous or uncertain provision.