

Rowan University & State of NJ Benefits Matrix - AFT Professional F/T

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies, union collective bargaining agreements, and university policies		AFT Professionals
Vacation:	Upon employment: 1.5 vacation day per month first year and then 22 vacation days per year thereafter;	✓
Holidays: *classes in session, compensatory time earned if worked.	Independence Day Columbus Day* Labor Day Election Day* Veteran's Day* Thanksgiving Day Christmas Day New Year's Day Martin Luther King, Jr. President's Day* Good Friday* Memorial Day Juneteenth	✓
Sick Time:	Upon employment: 1.25 days per month first year; 15 days per year thereafter.	✓
Health Insurance:	* Available plans are: NJ Direct, Horizon HMO, Horizon Omnia, and NJ Direct High Deductible plans. Cost is % of the full cost of health and prescription	60 Day Waiting Period
Prescription Drug Plan:	Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	60 Day Waiting Period
Vision Care:	Pending AFT approval! Cost free*, once every 2 year contract cycle. • Examination \$40.00 • Single Lens/Contacts \$80.00 • Bifocals, Multifocals \$90.00 (maximum) *No allowance for frames.	Pending AFT approval
Dental Program:	Dental Expense Plan or DPOs. (Program Optional) Bi-weekly premiums vary with plans. You must be in plan 12 months before dropping coverage.	60 Day Waiting Period
Flexible Spending Account (FSA's)	Participation optional. Horizon Myway: Unreimbursed Medical Flexible Spending Account and Dependent Care Account. Requires annual enrollment.	60 Day Waiting Period
Pension Plan:	Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State approved vendors: VALIC, Equitable, Empower (Mass Mutual), VOYA, MetLife/BrightHouse, Empower (Prudential), and TIAA. Mandatory employee contribution (5%); Employer match contribution (8%). If currently in the state PERS, you can elect to stay in that program.	✓
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403b or ACTS with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.	✓
Lump Sum Retirement:	Upon Retirement – ½ last year's daily average for each earned and unused sick day. Maximum \$15,000.00	✓
Life Insurance:	Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements.	✓
Jury Duty:	Upon employment; paid time with documented proof.	✓
Military Duty:	Upon employment; in most cases you will receive paid time with documented proof.	✓
Home Incentive Program:	Upon purchase of residential home in Glassboro, Rowan University provides \$1,500 annually for 10 years for real estate tax purposes. Subject to change at discretion of the University.	✓
Employee Tuition Waiver:	Upon employment and meeting eligibility requirements.	✓
Tuition Benefits for Dependents, Spouse, Domestic/Civil Union Partners:	Upon completion of 1 consecutive year of service as a full time permanent employee and meeting eligibility requirements.	✓
Credit Union:	ABCO Credit Union and South Jersey Credit Union	✓
Direct Deposit:	Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html	✓