

## Rowan University & State of NJ Benefits Matrix - 3/4 Temporary AFT Professional

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies, union collective bargaining agreements, and university policies		Eligibility
Vacation:	Upon employment: Prorated 1.5 vacation day per month first year and then 22 vacation days prorated per year thereafter;	✓
Holidays:	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: Prorated 1.25 days per month first year; 15 days prorated per year thereafter.	✓
Health Insurance:	Part time employees pay the full cost for health benefits. Dental coverage is not an option. Available plans are NJ Direct, Horizon HMO, Horizon Omnia, and NJ Direct High Deductible plans	If enrolled in the NJ Pension Plan can enroll but pay full cost
Prescription Drug Plan:	Part time employees pay the full cost for prescription coverage. Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	If enrolled in the NJ Pension Plan can enroll but pay full cost
Pension Plan:	Once employee has been employed for one year, they can enroll in the Pension Program.	As long as they work more than 50% time.
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.	Can enroll in tax shelters as long as they work more than 20 hours per week
Life Insurance:	Not Eligible	Once employee has been employed for one year, they can enroll in the Pension, which includes Life Insurance
Jury Duty:	Upon employment; paid time with documented proof.	✓
Military Duty:	Upon employment; in most cases you will receive paid time with documented proof.	✓
Credit Union:	ABCO Credit Union and South Jersey Credit Union	✓
Direct Deposit:	<u>Upon employment. Payroll Form:</u> <a href="http://www.rowan.edu/adminfinance/controller/payroll/forms.html">http://www.rowan.edu/adminfinance/controller/payroll/forms.html</a>	✓