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; can only carry over one year worth.	✓
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. Juneteenth President's Day* Good Friday* Memorial Day	✓
Sick Time:	Upon employment: 1.25 days per month first year; 15 days per year thereafter.	✓
Health Insurance:	Available plans are through Horizon & Aetna (PPOs, HMO, OMNIA/LIBERTY Two Tiered Plan, or HDPs). Cost is based on plan selected, coverage level and/or salary.	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 $45.00 • Single Lens/Contacts $80.00 • Bifocals, Multifocals $90.00 (maximum) *No allowance for frames.	60 Day Waiting Period
Dental Program:	Dental Expense Plan or DPO's. (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. WageWorks FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment.	60 Day Waiting Period
Retirement Plan:	Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State 7 approved vendors. Mandatory employee contribution – 5%; Employer match contribution – 8% (capped at 175k-subject to change) ; 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	✓
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.	✓
Employee Spouse/Dependent Scholarship:	Upon completion of 1 consecutive year of service as a full time permanent employee and meeting eligibility requirements.	✓
Credit Union:	First Harvest Credit Union EdiFi Credit Union	✓
Direct Deposit:	Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html	✓