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. Juneteenth President's Day* Good Friday* Memorial Day	✓
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 or Aetna (HMOs, PPOs or HDHPs)	If enrolled in the NJ Retirement 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 Retirement Plan can enroll but pay full cost
Pension Plan:	Once employee has been employed for one year, Mandatory 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	As long as they work more than 50% time.
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403(b) with 6 ABP vendors or 457 Plan – deferred compensation.	Can enroll in tax shelters as long as they work more than 20 hours per week
Life Insurance:	Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements.	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:	First Harvest Credit Union EdiFi Credit Union	✓
Direct Deposit:	Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html	✓