

BENEFITS OVERVIEW – Part-time Staff

SHORT-TERM DISABILITY

Short-term disability is effective upon date of hire and provides weekly benefits of two-thirds of salary payable for up to 26 weeks for an accident or illness that is not job related. You and Rider share equally in the cost of this benefit.

WORKER'S COMPENSATION

You are covered in the event you become disabled or die due to a work-related illness or injury. In the case of disability you will receive medical coverage and wages for time lost from work. Payment amounts are determined under guidelines determined by the New Jersey Compensation, Rating and Inspection Bureau as established by New Jersey State Statutes. Rider pays the full cost of this benefit.

TUITION REMISSION

After six months of service, employees may attend undergraduate courses without payment of tuition, and graduate courses at 50 percent of the normal rate. Part-time members of the bargaining unit with three years of full-time equivalent service may enroll a spouse or dependent child in one three-credit undergraduate course at Rider each fall and spring semester without payment of tuition.

PENSION PLAN

Rider has a defined-contribution pension plan, Group Retirement Annuity (GRA), underwritten by Teachers Insurance and Annuity Association (TIAA) and College Retirement Equities Fund (CREF). All regular employees are eligible to participate in the spring or fall open enrollment after completing 1,000 hours of service after one year of service. Eligible employees must contribute a minimum of 5% of regular wages in order to participate. The University contributes 8.0% of regular wages for each participant. Employee contributions are fully vested, and may be directed to fixed-income and/or equity investment funds. Supplemental Retirement Annuities are also available to regular employees but excluding temporary or casual employees. Eligible employees may participate immediately and no minimum contribution is required. Investment options are the same under both plans and employees may make pre-tax contributions through payroll deduction subject to IRS annual limits.

PAID TIME OFF

Part-time employees get pro-rated paid time off depending on hours recorded. The time off is pro-rated based on paid time off for FULL-TIME employees.

This list is intended as a general guide and does not constitute the terms of a contract. Benefits may be subject to terms and conditions of each plan and, subject to legal restraints, may be amended at any time.