BENEFITS OVERVIEW –
PART-TIME EMPLOYEES

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 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 Statutes. Rider pays the full cost of this benefit.

FAMILY LEAVE INSURANCE – State provides up to six weeks of benefit payment to care for a newborn or sick family member. The State requires that this program be financed by employee contributions.

TUITION REMISSION – After six months of service, employees may attend undergraduate classes without payment of tuition, and graduate courses at 50 percent of the normal rate.

RETIREMENT PLAN – Rider has a defined-contribution retirement plan underwritten by Teachers Insurance and Annuity Association (TIAA) and College Retirement Equities Fund (CREF). All regular employees are eligible to participate on a voluntary basis on the October 1 or April 1 coincident with or following the first anniversary of their employment and after completing 1,000 hours of service. This waiting period is waived for new employees who have completed one year of service with another employer maintaining a 403(b) plan. Eligible employees must contribute a minimum of 5% in order to participate, and the University provides an 8% contribution for each participant. Employee and employer contributions are fully vested, and may be directed to fixed-income and/or equity vehicles. Supplemental Retirement Annuities, which have certain flexible provisions, are also available.

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.

The above list is intended as a general guide and does not constitute the terms of a contract. These benefits are subject to the terms and conditions of each plan and may be amended at any time.