

## **BENEFITS OVERVIEW – PART-TIME NON- BARGAINING 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. The maximum weekly benefit is set by the State of New Jersey each year. You and Rider share 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 set forth 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 of New Jersey 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 and graduate courses without payment of tuition.

**RETIREMENT PLAN** – Rider sponsors a defined-contribution retirement plan with Teachers Insurance and Annuity Association (TIAA) as the record keeper. Regular part-time employees are eligible to participate on the one year anniversary from date of hire provided they have completed 1,000 hours of service during that time period. Eligible employees must contribute a minimum of 5% in order to participate, and the University provides a 5.0% contribution for each participant. Employee and employer contributions are fully vested upon joining the Plan. The contributions may be directed to investment options offered by TIAA and other approved vendors by the University. Supplemental Retirement Annuities, which have certain flexible provisions, are also available. In the event you become totally disabled and are enrolled in the plan, the University will continue a 10% contribution to your annuity contracts.

**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 as specified in the plan documents.