

Benefits*	Salaried Postdocs†	Stipend Postdocs‡
Health Insurance	Yes	Yes, through subsidized UHC Choice 80 Blended Rate Plan
Dental Insurance	Yes	Yes, but have to pay the premium rate
Short-term Disability (including Maternity Disability)	Yes	No
Long-term Disability	Yes	No
Life Insurance Plans	Yes	No
Vision Care	Yes (included with any University UHC Choice health plan, cannot separately enroll in this benefit)	Yes (included with the University UHC Choice 80 Blended Rate health plan, cannot separately enroll in this benefit)
Long-term Care Insurance	Yes	No
Employee Retirement Plan	Yes	No
Medical/Dental Flexible Spending Account	Yes	No
Dependent Care Flexible Spending Account	Yes	No
Transit and Parking	Yes	No
Workers Compensation	Yes	Yes
Workplace Accomodation (specific access and arrangements needed due medical condition/disability)	Yes	Yes
Employee Assistance Program	Yes	No§
Child Care Benefit	Yes	No
Primary Tuition Scholarship	No	No
Emergency Back-Up Care Program	Yes	Yes**
FMLA	Yes	No¶
Adoption Assistance	Yes	No
Tuition Exemption Program (Self)	No	No
College Tuition Assistance Program (for dependent)	No	No
American Language Program (ALP) Tuition Exemption	Yes	Yes
Learning and Development Courses (HR)	Yes (must pay fee)	Yes (must pay fee)
Fitness Center Discount Membership	Yes	Yes
CUARTS Discounts	Yes	Yes
Student Loan Deferment	No	Yes (but only for Postdoc Fellows at CUMC)
FICA	FICA taxes will be reflected on paychecks	No FICA taxes deducted (May incur imputed income)
Pay for Unused Vacation Days at End of Appointment	Yes	No

\*Some of these benefits have additional eligibility requirements

†Postdoc Research Scientists & Postdoc Clinical Fellows on salary

‡Postdoc Research Fellows & Postdoc Clinical Fellows on stipend

¶While FMLA does not apply to Postdoctoral Research Fellows, Fellows may be eligible for paid or unpaid child care leave, dependent on the policies of their funder. Fellows should check with their funding agency for guidance on child care leave. Additionally, Title IX protections apply to Fellows, meaning that fellows must be provided the opportunity to complete their appointment at the University following their medical/child care leave, provided their stipend can be resumed and the continuation is in accordance with the rules of the funding agency.

§OPA is currently working on opening up the EAP benefit for Fellows and will announce if there is a chance in Fellows' eligibility for this benefit

\*\*Postdoc Clinical Fellows are not eligible