

Benefits Eligibility

The following is a summary comparison of benefits eligibility for Class 3 and Class 4 temporary employees under the *Class 3 and Class 4 Employment Policy 60.1.5*, effective January 1, 2012.

	Class 3 Short-term Temporary	Class 4 Casual/Seasonal
Pension	May be eligible for appropriate pension program in accordance with State regulations. If already in a State pension program, may be eligible to continue in program based on State eligibility criteria.	May be eligible for appropriate pension program in accordance with State regulations. UHR will automatically enroll employee if eligible and hiring unit will be responsible for pension fringe rate. If already in a State pension program, may be eligible to continue in program based on State eligibility criteria.
Life Insurance	Same rules apply as with Pension.	Same rules apply as with Pension.
Health Benefits	<ul style="list-style-type: none"> • If employed full-time (100% - 40 hours per week), with an appointment of 12 months or greater for calendar year employees or 10-months for Academic Year employees, will be able to enroll in State Health Benefits Program (SHBP) for health, dental, and/or prescription drug coverage with the same eligibility and premiums as Class 1 employees. • Part-time employees enrolled in a State-administered pension plan may be eligible to purchase health insurance at full share cost directly through the State of New Jersey. 	If enrolled in a State-administered pension plan, may be eligible to purchase health insurance at full share cost directly through the State of New Jersey.
Vision Plan	<ul style="list-style-type: none"> • If employed full-time = Eligible • If employed part-time = Not Eligible 	Not Eligible

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Administrative Leave (AL)	Not Eligible	Not Eligible
Vacation	<ul style="list-style-type: none"> • Credited at the rate of one (1) day for each full month of employment. • Prorated for part-time employees according to the percentage of time appointed. • Refer to Class 3 and Class 4 Employment Guidelines for information regarding carryover. 	Not Eligible
Sick Time	<ul style="list-style-type: none"> • Credited at the rate of one (1) day for each full month of employment. • Prorated for part-time employees according to the percentage of time appointed. • Can carry over unused sick time to any subsequent Class 3 or Class 1 Staff eligible appointment. 	Not Eligible
FMLA & NJFLA	May be eligible for leave pursuant to State and Federal family leave laws if employees meet the laws' articulated requirements and in accordance with RU Policy 60.3.8.	May be eligible for leave pursuant to State and Federal family leave laws if employees meet the laws' articulated requirements and in accordance with RU Policy 60.3.8.
Holidays	Eligible and will receive paid time off on the University holidays identified in RU Policy 60.3.11(1)(A).	Not Eligible
Personal Holidays	Not Eligible	Not Eligible