



New York State Benefits

There are a variety of benefits that annual employees are eligible for. Hourly employees may also be eligible for some benefits upon hire. Benefits include:

Paid Time Off*



- **PEF and CSEA: 31 days** - 13 Vacation days, 13 Sick days, and 5 Personal Leave days; **plus** 13 Holidays
- **M/C: 26 days** - 13 Vacation days, 8 Sick days, and 5 Personal Leave days; **plus** 13 Holidays

**Unused sick and vacation time accumulates year to year for use at a later date*

Parental/Family Leave



- **PEF, CSEA, and M/C: Paid Parental Leave Program** - 12 weeks at full pay
 - **Bond** with a newborn, fostered, or adopted child.
- **M/C: Paid Family Leave Program** - 12 weeks of job-protected time off at a percentage of your salary
 - **Bond** with a newly born, adopted or fostered child,
 - **Care** for a family member with a serious health condition, or
 - **Assist** loved ones when a spouse, domestic partner, child or parent is deployed abroad on active military service.

Health Care Coverage, including Medical, Dental, and Vision



- Affordable medical insurance with a variety of plan options
- Free Dental and Vision coverage
- Health Insurance Opt-Out: This program may be available to eligible employees who have other employer sponsored health insurance coverage. Employees may be eligible to receive \$1000 to opt out of individual coverage or \$3000 to opt out of family coverage.

Retirement Benefits



- New York State Pension (based on years of service and earnings)
- Deferred Compensation Accounts (pre- and post-tax options)
- Health insurance coverage in retirement

New York State Pre-Tax Spending Accounts



- Health Care Spending Account - helps pay for health-related expenses that are not covered by your insurance.
- Dependent Care Advantage Account - helps pay for child care, elder care, or disabled dependent care.
- Adoption Advantage Account - helps pay for costs related to the adoption of a child

Tuition Assistance Programs



- CSEA tuition benefit - 2 four-credit course vouchers per year
- PEF tuition benefit - 2 four-credit course reimbursements per year
- M/C tuition benefit - \$2,000 tuition reimbursement per year
- Public Service Loan Forgiveness Program - Full-time employees qualify for federal student loan debt forgiveness after 120 payments.