OM 8.0.0 - Fringe Benefits

Clarkson reserves the right to amend or terminate with respect to all participating classes, retired or otherwise, any benefit plan or insurance coverage described in this section. This includes the right to change the terms of participation and coverage, the cost of any coverage and the percentage of the cost that the University pays. Subject to applicable bargaining agreement, the termination of any benefit plan or insurance coverage described in this section does not require prior notice to consult with or consent from you, your dependents or beneficiaries.

This is a summary of Benefits and is intended to be accurate. However, insurance policies may serve as the plan documents which contain all specific provisions. In the event of discrepancies, official documents will govern. Copies of plan documents may be obtained on the on-line benefits site, benefitsolver.com, or from the Human Resources Department.

- OM 8.1.0 Fringe Benefits - General
  - OM 8.1.1 Statutory
  - OM 8.1.2 Comprehensive Medical Plan - UMR United Healthcare
  - OM 8.1.3 Dental Plan - Delta Dental
  - OM 8.1.4 Annuity-Option Plan - TIAA
  - OM 8.1.5 Pension Plan - TIAA
  - OM 8.1.6 Group Total Long Term Disability Benefits Plan – Cigna
  - OM 8.1.7 Group Travel Accident Insurance - Cigna
  - OM 8.1.8 Tuition Program
  - OM 8.1.9 Spouse/Partner Tuition Assistance Program
  - OM 8.1.10 Group Life Insurance - Cigna
  - OM 8.1.11 Accident and Injury
  - OM 8.1.12 Death Benefit
  - OM 8.1.13 Family, Medical and Military Leave Act
  - OM 8.1.14 Caregiver Leave (Birth or Adoption)—Staff and Non-Continuing Faculty
  - OM 8.1.15 Temporary Parental Leaves – Continuing Faculty
  - OM 8.1.16 Flexible Benefit Plan - UMR United Healthcare
  - OM 8.1.17 Years of Service Award
  - OM 8.1.18 Paid Family Leave

- OM 8.2.0 Fringe Benefits - Faculty
  - OM 8.2.1 Military Officers
  - OM 8.2.2 Fringe Benefits for Part-Time, Adjunct, Visiting, and Research Faculty and Research Associates
    - OM 8.2.2.1. Funding of Fringe Benefits for Research Faculty and Research Associates
    - OM 8.2.2.2. Social Security for Foreign Nationals with Research Faculty and Research Associate Appointments

- OM 8.3.0 Fringe Benefits - Administrative, Supervisory, and General Staff
  - OM 8.3.1 Auditing Courses and Academic Study by Administrative, Supervisory, and General Staff
  - OM 8.3.2 Professional Development by Administrative, Supervisory, and General Staff
  - OM 8.3.3 Leaves of Absence - Administrative and Supervisory Staff
    - OM 8.3.3.1 Without Pay
    - OM 8.3.3.2 With Pay
  - OM 8.3.4 Leaves of Absence - General Staff
    - OM 8.3.4.1 Without Pay
    - OM 8.3.4.2 With Pay
  - OM 8.3.5 Sick Leave – Administrative, Supervisory, and General Staff
  - OM 8.3.6 Short Term Disability Benefits Program for Administrative, Supervisory, and General Staff – Cigna
  - OM 8.3.7 Holidays - Administrative, Supervisory, and General Staff
    - OM 8.3.7.1 Special Personal Days - Administrative and Supervisory Staff
    - OM 8.3.7.2 Special Personal Days - General Staff
  - OM 8.3.8 Pay Status for Holiday Pay - Administrative, Supervisory, and General Staff
  - OM 8.3.9 Volunteer Emergency Responder Policy
  - OM 8.3.10 Vacation - Administrative and Supervisory Staff
  - OM 8.3.11 Vacation - General Staff