

The following is a brief summary of the fringe benefits that apply to full-time OCRRA employees. If different benefits are specified in a collective bargaining agreement, the negotiated language will apply in lieu of the benefits described here. This is meant to be an overview and does not imply contractual obligation.

**VACATION** Vacation credits are earned according to the following basic schedule:

Years of Service-----	Yearly Entitlement
1 to 4 -----	10 days
5 to 9-----	15 days
10 to 19-----	20 days
20 and over-----	25 days

**PERSONAL LEAVE** Three personal leave days are credited each year after the completion of one full year of continuous employment.

**SICK LEAVE** Paid sick leave is earned at the rate of 3 hours per pay period for represented employees and 6 hours per month for non-represented employees.

**HOLIDAYS** Eleven holidays per year are observed under the collective bargaining agreement. Non-represented observe nine holidays. If employees are scheduled to work on a holiday they are generally eligible for premium compensation and/or additional time off at a later date.

**OTHER LEAVES** For eligible employees, up to 12 weeks unpaid family medical leave (FMLA), which includes health insurance coverage for enrolled employees who maintain their employee contribution.

**RETIREMENT** OCRRA participates in the New York State Employees Retirement System. Permanent, full-time employees are required to join the Retirement System which is a defined benefit contribution plan. Part-time, temporary, or provisional employees may choose to join the Retirement System. There is generally a 3% to 6% contribution depending on salary and a deduction will be made for social security coverage.

**DEFERRED COMPENSATION** A deferred compensation program (457 plan) is available for all full-time and permanent part-time OCRRA employees.

**HEALTH/DENTAL/VISION INSURANCE** Both individual and family health, dental and vision benefits are available. Coverage is NOT automatic. Employees must fill out an enrollment form in order to be covered. Employees contribute 20% to the cost of the coverage on a pre-tax basis.

**EAP** An Employee Assistance Program (EAP) is available to all OCRRA employees and their families offering advice and referral to appropriate agencies or short term counseling through trained professional counselors.

**TUITION ASSISTANCE PROGRAM** Full time employees with one year of continuous service may be eligible for financial assistance for successfully completed, pre-approved courses of study.

**CREDIT UNION MEMBERSHIP** The Summit Federal Credit Union is available to all OCRRA employees