

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, 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 Summitt Federal Credit Union is available to all OCRRA employees