



OCRRA FRINGE BENEFITS – An OVERVIEW

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: Time credits for vacation are earned according to the following basic schedule:

Years of Service	Yearly Entitlement
at 6 months	5 days
1 year to 4 years	10 days
5 years to 9 years	15 days
10 years to 19 years	20 days
20 years and beyond	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. *Available to use after 90 days of service.*

HOLIDAYS **Twelve** holidays are observed each calendar year, for non-represented and represented employees. 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. You must meet service eligibility.

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 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.