

# Employee Benefits

## All employees

(For eligibility, you must work at least 1,000 hours per year.)

There are many benefits to working at Cornell, including:

- Employee Assistance Program
- Health insurance with Wellmark BlueCross BlueShield, which includes a traditional and a high deductible plan (HDHP)
- Dental insurance
- Vision insurance
- Flexible spending account
- Life insurance and AD&D coverage
- Long-term disability insurance
- Short-term disability insurance
- Free admission to college events for employees and family members
- Free use of on-campus fitness centers
- Travel and accident insurance
- 403(b) retirement plan with TIAA
- Free annual wellness screening
- Use of library facility and resources

### **Additional benefits for staff:**

- Paid vacation
  - Up to 10 years of service - 20 days per year
  - After 10 years of service - 23 days per year
- Paid sick leave
  - 12 days per year
- Paid holidays
  - 13.5 days per year

### **Additional benefits for full-time faculty and staff:**

Faculty full-time definition: teaching at least 6 courses

Staff full-time definition: working a minimum of 37.5 hours per week and at least nine months per year

- Paid teaching blocks for qualified FMLA leave (outlined in faculty handbook)
- Tuition remission at Cornell for dependents (children or spouses) after two years of full-time employment
- Tuition exchange for dependent children after two years of full-time employment
- Tuition exchange for employees and spouses after four years of full-time employment

*This summary is not intended to be a complete description of the benefits.*

*Questions regarding benefits should be referred to the Human Resources department.*