Signature Benefits at Yale

Whether you're single, have a life partner, and/or have children, you can count on a comprehensive, inclusive benefits program at Yale. Our benefits provide you with the peace of mind to pursue your career and personal goals with the knowledge that our comprehensive benefits package is there to support you and your family.

Benefits at Yale—include impressive signature benefits

Yale’s health and wellness benefits, designed to support you and your family through multiple life-stages, are among the most comprehensive and affordable in the nation.

The university values its community members and regularly evaluates and adds to its menu of impressive signature benefits. Now is the time to take charge of your health and financial well-being by learning more about your full benefit offering at Yale.

Warmest regards,

Jane Lindner
Vice President, Human Resources and Administration

For more information, visit the It’s Your Yale website at your.yale.edu.

Contact Information

Medical
Tel: 203-432-5552
www.yalehealth.com

tutu/taylorg

Health
Tel: 203-432-5552
www.yalehealth.com

Dental
Tel: 203-432-5552
www.yalehealth.com

Vision
Tel: 203-432-5552
www.yalehealth.com

Tuition Assistance
Tel: 203-432-5552
www.yalehealth.com

College Coach
Tel: 203-432-5552
www.yalehealth.com

Employee Discounts
Tel: 203-432-5552
www.yalehealth.com

Flexible Spending Accounts (FSA),
Commuter, and Tuition Reimbursement
Tel: 203-432-5552
www.yalehealth.com

Retirement
Tel: 203-432-5552
www.yalehealth.com

Employee Service Center
Tel: 203-432-5552
www.yalehealth.com

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Signature Benefits at Yale

Yale is committed to supporting the needs of its community members throughout their lives. The university values its community members and regularly evaluates and adds to its menu of impressive signature benefits. Now is the time to take charge of your health and financial well-being by learning more about your full benefit offering at Yale.

Benefits at Yale—include impressive signature benefits

Whether you are hoping to buy a new home, send your children to college, or save for a comfortable retirement, planning for a strong financial future is more important than ever before. Yale provides many unique and valuable benefits and resources to help you achieve those goals.

2018 My Benefits at Yale

Contact Information

Contact: Joe Blandino, HR Consultant, 203-432-0246

Adaptive Education Plan
Available to those eligible for the campus-based adaptive education program.

Counseling and Support Services
Counseling sessions are confidential and at no cost to you and your eligible household members.

Employee Discounts
Employee Discounts, powered by YOUDECIDE, provides discounts on legal and professional services for campus parking, gym membership at Yale Center for British Art admission to cultural and recreational benefits, and more.

Home & Family Benefits
Rural families receive benefits that are unique to their needs, including access to developmentally appropriate, high-quality childcare.

In-Home Care
This plan provides a maximum benefit of $10,000 per finalized adoption.

Magellan Health Services
Magellan Health Services offers 24/7 access to online support from professional tutors. The program leverages technology to help children with developmental disabilities.

My Personal Assistant
This service helps you access personal planners who provide full-service assistance, including booking reservations, scheduling appointments, and conducting transactions on your behalf—helping you balance your work/life needs.

Pay Flex
This plan provides a maximum benefit of $10,000 per finalized adoption.

Staff Pension Plan
Your Pension Resources program provides a variety of retirement savings options, including 403b and 457 plans. This plan offers 52 weeks of vacation, 10 days of personal leave, and more.

TIAA
TIAA offers access to a 3-hour in-person assessment to help identify needs for the care of an aging parent or spouse. A professional care planner will assess the current living situation and make recommendations.

Telemedicine
Telemedicine www.teladoc.com/aetna 855-835-2362

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Warrant of title,
Jude Lindesit
Vice President, Human Resources and Administration

Police Supervisors and Command Staff

Yale Police Department

Yalescript was created as a supplement to the Plan document. It is not an endorsement, nor is it a guarantee of any benefits. For a copy of the controlling Plan document and this communication, the terms of the Plan document will control and are final. This communication is not intended to be a contract or a guarantee of benefits.

For more information, visit the It’s Your Yale website at your.yale.edu.
Signature Benefits at Yale

Your college-bound child(ren) may be eligible for a college scholarship if you work full-time for six consecutive years. You may be eligible to receive monetary assistance for courses at Yale through the Scholarship for Children of Employees program, mortgages, banking offers, and more.

Families may purchase a residence in designated areas of New Haven and teachers for up to 5 hours per month, per eligible child at the time of your enrollment.

Rethink

Rethink provides families with the support they need 24/7 to make Applied Behavior Analysis interventions accessible, affordable, and easy to use for caregivers.

Rethink is a web-based program that puts clinical best practice treatment to help children with developmental disabilities. Rethink leverages technology to make behavioral health services at your fingertips. The program leverages technology to make behavioral health services at your fingertips.

Teladoc

Teladoc offers access to a 3-hour in-person assessment to help identify needs for the care of an aging parent or spouse. A professional care planner will assess the current living situation and make recommendations.

Although Teladoc covers the cost of a 3-hour in-person assessment, a personal planner will provide recommendations. The personal planner will provide recommendations.

Contact Information

For more information, visit the It’s Your Yale website at your.yale.edu.

Yale University Research and Administration

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2018 My Benefits at Yale

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Paid Time Off

Paid time off is available based on your employment status.

Vacation

You will earn two (2) vacation days per calendar month based on your annual salary.

Sick

Employees hired prior to July 1, 2010.

* Paid time off allotments and carryover rules are posted to the benefits website for Sick Days. If your date of hire is between December 31 and January 1 for the following year, you will receive 2 flex days.

PTO

5 or more years of service 9 days
10 or more years of service 18 days
20 or more years of service 24 days

Four days between Christmas and New Year’s Day
Thanksgiving Day
Independence Day
Memorial Day
Good Friday
Dr. Martin Luther King Jr. Day

Automatic-escalation feature will adjust your savings rate. If you contribute 5% of your earnings, the university will add 3% for you. If your contribution rate is above 5%, but less than 10%, the university will add 2.5%.

Retirement

The Yale University Retirement Plan for Staff Employees (Staff Pension Plan) is a defined benefit plan that pays you a monthly benefit when you retire.

You must contribute to the plan to receive retirement benefits. In most cases, contributions are made up to 5%. The university automatically contributes a core match of 5% of eligible earnings below and 7.5% above the Social Security Wage Base (SSWB). You will receive the full contribution of 5% of eligible earnings below and 7.5% above the SSWB.

You are fully vested after just five years of service. Vesting gives you the right to a pension at age 65 (or as early as age 50, when your age plus your years of service equal 70), even if you leave Yale employment prior to being eligible to collect a pension.

Tobacco-Free Yale

Tobacco Free Yale: A dedication to promoting Yale’s healthy, fresh, and safe working environment by encouraging employees to avoid use and/or exposure to tobacco products, alcohol and other controlled substances.

Ways to Save

Do you have other insurance? In addition to your Yale plan, you are eligible for any other insurance that you choose to select.

For advice and help evaluating your health insurance and benefits, please contact the Yale Health Student Health & Counseling Office at (203) 432-9197. For help with benefits issues related to retirement, please contact Yale Retirement Planning at (203) 432-7973. For help with other benefits questions, please contact the Benefits Office at (203) 432-5773. To learn more about what Yale offers to help you with your personal financial planning, please visit your Yale 529 college savings plan for yourself or family members.

College Savings Plan (529)

Yale University 529 college savings plan.

Helping you make decisions: ALEX, your virtual benefits counselor

ALEX will help you understand and make decisions about your healthcare coverage. After logging into ALEX, you can access your benefits information and choose your coverage options. Visit It's Your Yale—Enroll or Workday to access ALEX.

Results

Comparison of benefits between the Alternative or Non-preferred drug and Preferred drug cost even if your provider requests the Alternative drug. In most cases, the plan will choose the preferred drug based on cost effectiveness. In cases where the pharmacy prescription is the Alternative drug, you will be responsible for the higher copay.

Activity

ALEX will help you understand and make decisions about your healthcare coverage. After logging into ALEX, you can access your benefits information and choose your coverage options. Visit It's Your Yale—Enroll or Workday to access ALEX.

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Paid Time Off

2018 My Benefits at Yale

POLICE SUPERVISORS AND COMMAND STAFF

Do you have other insurance? To learn how to access your coverage, refer to your personal employee benefit summary. Contact Human Resources for assistance in determining your coverage plan options. If you have other insurance, please provide information about that plan when you enroll to ensure that benefits covered by your employer plan are not also covered by your other insurance.

The chart below represents a general overview of the Yale University Medical Plan options. Visit It's Your Yale—Enroll or Workday to access Alex, Helping you make decisions: ALEX, your virtual benefits counselor.

For members covered by more than one insurance plan (such as your employer plan and your spouse’s employer plan) the COB method will be used to determine benefits. To learn more about ways to save, visit your YSU.edu.

Ways to Save

For more information, please contact your employee benefits office or the Yale University Office of Human Resources. Information contained in this document is subject to change without notice.

University lifetime limit per contract unit regardless of carrier chosen.

Preferred drug is the same chemical entity/active ingredient as the Non-preferred drug. The cost difference between the Preferred and Non-preferred drug cost even if your provider requests the Alternative drug. In most cases, the Alternative or Non-preferred drug is required to be used when available.

Pharmacy

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Paid Time Off

Paid time off is a balance of a generous paid time-off program. You may take off all or some accrued leave to do the following:

- Personal, religious, or family care
- Medical emergencies
- Pregnancy, adoption, or foster care
- Jury duty
- Military leave

Retirement

The Yale University Retirement Plan is designed to assist you in preparing for retirement by providing:

- Immediate retirement
- Deferred retirement
- Letter of recollection
### Benefits at Yale

#### Retirement
- **Yale University Retirement Account Plan (YURAP)**
  - You are automatically enrolled to save 5% of your eligible compensation (up to 5%). The university automatically contributes a Core Contribution of 1%, and the university will match 100% of your contributions, limited to 5% of your eligible compensation.
  - If you participate in the Aetna Smart Care Plan and elect the Health Savings Account Option, you will not need to contribute to the YURAP at any time, and can elect to contribute a flat amount of 5% pre-tax payroll contributions (subject to annual IRS limits).
- **TIAA-CREF**
  - If you participate in the TIAA-CREF plan, the university will match 52% of your contributions, up to the current IRS limit, if already contributing the maximum to a TIAA-CREF plan.
  - TIAA-CREF allows you to save up to 5% of your eligible compensation (up to 5%).
  - Each July, if you are saving less than 10%, YURAP's annual automatic escalation feature will adjust your savings rate. If you are contributing 10% or more years of service, YURAP's automatic escalation feature will adjust your savings rate.
  - YERAP waives future participation in the Staff Pension Plan and be vested after just five years of service. Vesting gives you the right to receive your retirement account.
- **Vestment**
  - Yale Health will vest your YURAP Account Plan after just five years of service.

#### Life Insurance
- You are provided with a Life Insurance Plan.

#### Dental Insurance
- **Oral Health Insurance**
  - Coverage includes preventive care, routine dental exams, fillings, crowns, extractions, and surgery.

#### Vision Insurance
- **Vision Coverage**
  - If you are enrolled in any plan, you may have access to vision insurance.

#### Paid Time Off
- **Vacation**
  - Sick
  - Months

#### Medical Insurance
- **Yale University Health Plan (YUHP)**
  - Coverage includes preventive care, routine medical exams, hospitalization, and some hospital confinements.
  - Coverage provides lump-sum benefits for covered accidents (including disability).

#### Disability Protection
- **Disability Income Protection**
  - Coverage includes partial or total disability income protection.

#### College Savings Plan (529)
- **Tax-Free College Savings Plan**
  - You may contribute funds to the Tax-Free College Savings Plan for yourself or family members.

#### Tobacco-Free Yale
- Tobacco-free policies are in place to help you make decisions and understand the culture and values at Yale University.

#### Retirement Account Plans
- **Yale University Retirement Account Plan (YURAP)**
  - Contributions are made to the YURAP Account Plan.

#### Life Insurance
- **Yale University Life Insurance Plan (YULIP)**
  - Coverage includes accidental death and dismemberment.
Signature Benefits at Yale

Whether you’re in your first year, your student(s) in college, or you’ve been a long-time community, planning for a thriving future is more important than ever before. Yale provides many unique and valuable benefits and resources to help you and your family thrive.

Education

College Coach (Digital Orientation)
College Coach offers a guided journey in preparing your child to take college admissions and selecting the college that best meets your application and admission process.

Health

Telehealth

My Personal Assistant
Magellan www.magellanassist.com 800-327-9240
Homework Connections
Homework Connections innercitysmarts.com 877-440-6987
Bright Horizons www.careadvantage.com/yale 877-242-2737
Teladoc
Telemedicine www.teladoc.com/aetna 855-835-2362

Employee Discounts
Yale Advantages, powered by YOUDECIDE, provides discounts on home, auto, and pet insurance with the Hartford, the Apple purchase plan, mortgages, banking offers, and more.

Counseling and Support Services
Counseling and Support Services

Tuition Assistance
You may be eligible to receive tuition assistance for courses you take toward degree programs and non-degree programs. You may be eligible to receive tuition assistance for courses you take toward degree programs and non-degree programs.

Care Planning Services
Offers a 3-hour in-person assessment to help identify needs for care planning and select a plan of care. 

Employee Services
Employee Services www.your.yale.edu/work-yale/hr-support/employee-services-center

Commuter Benefits
You can save money by enrolling in a commuter benefit if you take the bus, train, or vanpool to work or if you park in an off-campus parking lot.

Employee Services
Employee Services provide full-service assistance, including booking reservations, tax services, identity theft protection, the Apple purchase plan, mortgages, banking offers, and more.

Employee Services
Employee Services provide 24/7 access to online support from professional tutors and resources designed to assist grades K–12.

Homework Connections
Homework Connections (SM)

Aetna
Aetna www.aetna.com

Pay Flex
www.payflex.com 844-729-3539

Teladoc
Telemedicine www.teladoc.com/aetna 855-835-2362

Medical

Magellan
Magellan www.magellanassist.com 800-327-9240

Healthy Yale
Healthy Yale helps plan members access care on a cost-free basis, reduces coverage and access to care costs, and supports the management and access to care benefits.

Emergency Care
Emergency Care

Healthy Yale
Healthy Yale helps plan members access care on a cost-free basis, reduces coverage and access to care costs, and supports the management and access to care benefits.

Mental Health Counseling
 Yale Health’s behavioral health counselors are committed to supporting you as you achieve your personal, professional, and academic goals.

In addition, Yale Advantages offers discounts on legal and dental services, including some personal and auto care.

Employee Benefits

Your Pension Resources
Your Pension Resources www.yale.edu/portal 877-352-5552; press 5

TIAA
TIAA www.TIAA.org/yale   855-250-5424

403 (b) Plans

Dental
Delta www.deltadentalnj.com 800-494-4138

EyeMed
EyeMed www.eyemed.com 866-299-1358

Vision

Adapted Rehabilitation Plan
Adapted Rehabilitation Plan offers a range of innovative benefit plan options.

Cultural & Recreational Benefits
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Commuter, and Tuition Reimbursement

The university values its community members and regularly evaluates and adds to its menu of impressive signature benefits. Now is the time to take charge of your health and financial well being by learning more about your full benefit offering at Yale.

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