

## Postdoctoral Scholars Benefits Summary

### **Core Health Benefits - Medical, Dental, Vision:**

Postdoctoral Scholars are eligible for medical, dental, and vision insurance through the OSU Graduate Employee Health Plan. OSU contributes 90% of the monthly premium for the employee and dependent coverage, plus 50% of the administration fee. The employee pays 10% of the monthly premium for themselves and dependent coverage, plus 50% of the administration fee. Postdoctoral Scholars are required to either enroll in the PacificSource Health Plan or waive out with equal or superior coverage. Detailed information is available [here](#).

### **Retirement:**

Postdoctoral Scholars hired on or after January 1, 2018 may participate in the Optional Retirement Plan (ORP) as set forth by Oregon law. Eligibility begins on the first day of the month following the later of:

- (a) Enrollment in the public universities' Tax-Deferred Investment 403(b) Plan under ORS 243.820; **or**
- (b) Completion of 600 hours of employment or the equivalent as determined by the governing board; and Six months of employment that is not interrupted by more than 30 consecutive working days.

The university will contribute up to the equivalent of 4% of the post-doctoral scholar's monthly salary, based on the contributions made to the TDI 403(b) Plan by the participant. Participants in this plan may invest with either Fidelity Investments or TIAA. The participant is immediately vested in the match. This is a defined contribution plan. This plan has contribution limits. Further information is available on this [website](#).

### **Voluntary Retirement Savings Plans:**

Contributions can be made on a pre-tax basis or post-tax basis. The plans include:

- TDI (Tax-Deferred Investment 403(b) Plan)
- OSGP (Oregon Savings Growth 457 Plan)

### **Paid Leave (pro-rated based on FTE):**

- **Vacation Leave:** Earned at a rate of 15 hours per month with a 6-month waiting period for use
- **Holidays:** Nine paid holidays and one floating holiday.
- **Sick Leave:** Eight hours of sick leave credit for each full month of service.
- **Oregon Paid Family and Medical Leave**

### **Additional Benefits:**

- Access to [Lyra Health](#) a robust mental health benefit program with work life services
- Tuition Reduction for employees or dependents
- Dual Career resources
- Recreational Activities and Fitness Programs
- [Work life resources, Care.com membership, Home ownership and shopping discounts](#)
- Cultural Activities- A variety of art exhibits, musical events, lectures, and other events are available at OSU.
- Memorial Union craft center: fiber arts, mounting and matting, photography, ceramics, jewelry, and more.
- Discounted rates on season athletic tickets.
- 10% discount at all of the University restaurants and residence hall cafeterias.
- Access to The Valley Library provides services and collections