



2021 Benefit Summary for ND Research Associate, Externally Funded Postdoctoral Fellow, Research Visitor, Visiting Scholar, and Unpaid Sr. Research Associate

BENEFIT	WHO PAYS	EFFECTIVE	DESCRIPTION
University Libraries	University	Upon employment.	Books and materials may be borrowed upon presentation of your University identification card.
Availability of Athletic Facilities	University	Upon employment.	These include handball, squash, basketball and tennis courts, running track, swimming pool, fitness and weight rooms.
Bookstore, Joyce Center Varsity Shop, and Golf Pro Shop	University	Upon employment.	Discount (20%) on most items.
Golf Courses	University	Upon employment.	Discount on greens fees.
Parking	University	Upon employment.	Free parking is available to all University employees. A parking pass may be obtained at University Parking Services located in Hammes Mowbray Hall.
Leave of Absence* *Only eligible if receiving pay from the University	<i>Employee</i>	Defined by policy.	Leave of absences may be extended for the following University policies: <ul style="list-style-type: none"> - Family and Medical Leave (FMLA) - Personal - Military

BENEFIT	WHO PAYS	EFFECTIVE	DESCRIPTION
Holidays* *Only eligible if receiving pay from the University	<i>University</i>	Upon employment.	Holiday pay for the following days/time not worked: Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and the day after, Christmas Celebration, and New Year's Day Celebration (Annual total of twelve to fifteen days).
UND 403(b) Retirement Plan (Voluntary Contributions)* *Only eligible if receiving pay from the University	<i>Employee</i> The amount of contributions permitted is determined by IRS regulations. Contributions are made by employee through payroll deduction.	Eligible to participate at the time you are employed (or any other time during your active employment).	Fidelity Investments is the provider of recordkeeping services. There are 14 investment options including Target Date Funds, core and specialty funds. Contributions can be made on a pre-tax or Roth post-tax basis. Participation is voluntary but encouraged as an opportunity to save for retirement.
Workers Compensation* *Only eligible if receiving pay from the University	<i>University</i>	Upon employment.	All paid employees are covered under the Workers Compensation Act and the Occupational Disease Act providing protection from loss of income attributable to job-related injury. All incidents must be immediately reported to the supervisor.
Unemployment Compensation* *Only eligible if receiving pay from the University	<i>University</i>	Upon employment.	Employees are covered under the Federal Unemployment Tax Act and Indiana laws.
Social Security Benefits* *Only eligible if receiving pay from the University	<i>University/Employee</i>	Upon employment.	Social Security coverage provides you with retirement benefits and medical insurance (Medicare) benefits. The University contributes 6.2% of your pay up to IRS compensation limits for Social Security and 1.45% of your pay for Medicare. Employees with income over \$200,000 pay an additional .9% Medicare tax.

This is a general summary of benefits. Specific information may be obtained from the Office of Human Resources or by visiting our website at hr.nd.edu

Bring out *your* champion