

Eligibility of Postdoctoral Fellows/Trainees and Research Associates for Various University Benefits

This chart is intended to be helpful as a summary for Research Associates and Postdoctoral Fellows/Trainees in determining the benefits for which they are eligible. However, benefits eligibility is often very complicated. This chart does not replace the more detailed benefits information provided by the university found at:

<http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf>

	RESEARCH ASSOCIATE	POST DOCTORAL FELLOW/TRAINEE	LINKS
Insurances/Payroll-Related Benefits			
Health Ins	YES ¹	YES	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Life Ins -University Ins Assn (UIA)* -State Group Life -UW Employees* -Indiv & Family* -Accidental Death & Dismemberment* *(no Univ contribution)	YES ² NO YES ¹ YES ¹ YES ¹	YES ² NO YES ¹ YES ¹ YES ¹	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Income Continuation Insurance (ICI) (disability insurance)	NO	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Major Medical Insurance (no Univ contribution)	YES ¹	YES ¹	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Dental (no Univ contribution)	YES ¹	YES ¹	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Long-term Care Insurance (no Univ contribution)	YES	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Wisconsin Retirement System	NO	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Employee Reimbursement Account [ERA] (no Univ contribution)	YES	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Tax Sheltered Annuity [TSA] (no Univ contribution)	YES	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Deferred Compensation (no Univ contribution)	YES	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Social Security	YES	NO	

Taxes Withheld	YES	NO ³	For Internationals: http://www.bussvc.wisc.edu/ecbs/emp-taxes-int-menu.html
Unemployment Compensation	YES	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Worker's Compensation	YES	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Direct Deposit of Check	YES	YES	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Leave Benefits			
Paid Sick Leave	VARIES ⁴	VARIES ⁴	
Paid Vacation	VARIES ⁴	VARIES ⁴	
Paid Personal Holidays	VARIES ⁴	VARIES ⁴	
Paid State Holidays	YES	VARIES ⁴	
Paid Jury Duty	YES	NO	
Parental Leave -FMLA (Federal Family and Medical Leave Act) -WFMLA (Wisconsin Family and Medical Leave Act) -Additional University Leave Policy	YES YES VARIES ⁴	NO NO VARIES ⁴	FMLA: http://www.dol.gov/dol/esa/public/regs/compliance/posters/pdf/fmlaenbw.pdf WFMLA: http://www.dwd.state.wi.us/notespub/dwdpub/225e/ERD-7983-P.pdf
Leave of Absence Without Pay	VARIES ⁴	VARIES ⁴	
Professional and Career Development			
Professional development opportunities: -skills -professional -personal	YES ⁵ YES ⁵ YES ⁵	YES ⁵ YES ⁵ YES ⁵	http://info.gradsch.wisc.edu/admin/outeach/gspdresources.html
Eligible to use Adult Career & Educational Counseling Center	YES	YES	www.dcs.wisc.edu/services/

<i>Miscellaneous</i>			
Eligible for Interview Expenses	YES ⁵	YES ⁵	
Eligible for Moving Expenses	NO	VARIES ⁶	
Covered by State Liability Protection	YES	NO	http://www.bussvc.wisc.edu/ecbs/bng-benefits-summary-grad-uw1284.pdf
Eligible for Parking Assignment	YES	YES	http://www.fpm.wisc.edu/trans/
University ID card	YES	YES	http://www.union.wisc.edu/photoid/index.html
Access to Facilities -library, gym, DoIT	YES (UW ID card required)	YES (UW ID card required)	
Eligible to use Employee Assistance Office	YES	YES	http://wiscinfo.doit.wisc.edu/eao/
Protected by Non-discrimination laws and policies	YES ⁷	YES ⁷	http://www.wisc.edu/edrc/services.html
Access to UW Housing	YES	YES	http://www.housing.wisc.edu/facfam/fac.html
Access to UW Child Care Centers	YES	YES	http://www.housing.wisc.edu/partners/childcare/

- 1 Must have 1/3 time appointment with expected duration of at least one semester for 9-month appointments or at least six months for 12-month appointments.
- 2 Must meet minimum compensation level set by Board of Regents to be eligible
- 3 Postdoctoral Fellows/Trainees are not employees; thus the University will not withhold taxes from monthly stipend checks. Stipends, however, are taxable as income; trainees and fellows may be required to pay taxes quarterly on an estimated basis.
- 4 No campus-wide University policy; PI determines whether to provide any benefit to individual.
- 5 Eligible, but requires supervisor or PI approval.
- 6 Some sponsors may provide as part of the fellowship.
- 7 Discrimination laws are quite complicated and may apply differently to Research Associates and Postdoctoral Fellows/Trainees; contact the Equity and Diversity Resource Center (EDRC) for information about specific situations.

Every effort has been made to ensure that the information in this chart is accurate. If the information in this chart should conflict with the law or master contract, the law or master contract must be followed.