

## BENEFITS FOR PHD STUDENTS

### OVERVIEW

PhD students are eligible for additional self-paying benefits in addition to medical during their academic tenure at WCGS. This document lists what is available to you through WCM-HR. All inquiries related to these benefits should be directed to [Human Resources](#).

### ELIGIBLE BENEFITS

- A. Pre-tax Commuter Benefit Program
- B. Parental Leave
- C. Dependent & Child Care Benefits
- D. Voluntary Employee Retirement Plan (VERP)
- E. Internet Service Reimbursement Support
- F. Other Benefits & Student Support Services

#### **A. PRE-TAX COMMUTER BENEFIT PROGRAM**

The Commuter Benefit Program allows you to set up a pre-tax benefit account to pay for public transit—including train, subway, bus, ferry, and eligible vanpool—and qualified parking as part of your daily commute to work. Simply look up your transit/parking providers and elect your preferred payment methods with WageWorks, our program provider. Funds are then automatically deducted pre-tax from your paycheck and deposited into your account. If your total commuting expenses exceed IRS pre-tax limits, you can also make post-tax deductions.

To enroll, [register](#) for a WageWorks account and make your elections. Note that you can enroll any time during the year, but there is a monthly deadline: you must enroll by the 4th of the month to join the program for the following month. For example, if you would like to enroll for May, you must enroll by April 4.

**Link:** <https://hr.weill.cornell.edu/benefits/commuter-benefit-plan>

**Link:** <https://www.wageworks.com/>

## **B. PARENTAL LEAVE**

Weill Cornell graduate students are eligible for maternity or paternity leave to help balance the competing demands of academic and family life. Please email [heq4001@med.cornell.edu](mailto:heq4001@med.cornell.edu) for more information.

### Leave Coverage

- Students may take a six-week paid accommodation
- Students may apply for up to an additional six weeks of unpaid accommodation
- This policy serves parental needs surrounding childbirth, adoption, newborn care, foster care, and acute child health care.

Lactation rooms are available across campus and can be located on [this list](#).

The Graduate School covers the student's stipend, tuition, and fees for up to six contiguous weeks. Students may extend additional time away (up to six additional weeks) **with continued health insurance and student health service coverage as part of the student fees**, but will not receive stipend payments during the extended six weeks. Please contact your DA and PI to arranged extended leave period.

## **C. DEPENDENT & CHILD CARE BENEFITS**

*Weill Cornell Children's Centers (Bright Horizons, 409 East 60th Street & 315 E.62nd Street)*

Bright Horizons provides childcare for the children of Weill Cornell faculty, staff, postdocs, and students. They accommodate children aged 6 weeks to 5 years old. Tuition for full-time (up to 9 hours per day) is on a sliding scale based on household income. Limited spaces are available.

**Link:** <https://child-care-preschool.bright Horizons.com/ny/newyork/weillcornell>

In addition, the National Institutes of Health (NIH) has announced that full-time predoctoral and postdoctoral trainees appointed on NRSA institutional research training awards are eligible to receive \$2,500 per year for childcare costs provided by a licensed childcare provider. To receive this benefit, F31 NRSA application submissions must include the \$2,500 as part of the budget request.

### Back-Up Childcare Program

Back-up childcare at Bright Horizons Centers when a child's regular childcare center or school is closed, or other accommodations are needed. There is also an option for Bright Horizons to provide a babysitter for in-home care at your residence. Typically, the family will pay a daily fee (see below) and the institution will cover up to 25 days per employee per calendar. Advance registration is required.

Two options are available:

1. Take your child to any convenient Bright Horizons Childcare Facility. The daily co-pay is \$15 per child, or \$25 per family.
2. In-home childcare from a Bright Horizons caregiver is available for \$6 per hour.

**Link:** <https://diversity.weill.cornell.edu/policies/childcare-and-eldercare-weill-cornell>

#### **D. VOLUNTARY EMPLOYEE RETIREMENT PLAN (VERP)**

Students who are paid through the WCM payroll system are eligible to contribute to the Voluntary Employee Retirement Plan (VERP) immediately upon hire or any time during the year. Please note your contribution is voluntary (funded from your stipend payments) and neither the Graduate School nor Weill Cornell Medicine will contribute to the retirement plan. TIAA management fees, however, will be covered by Weill Cornell Medicine.

Please visit link below for all the information you need to enroll and manage.

**Link (Intranet only):** <https://hr.weill.cornell.edu/benefits/voluntary-employee-retirement-plan-verp>

**Link:** <http://www.tiaa.org/weill>

#### **E. INTERNET SERVICE REIMBURSEMENT SUPPORT**

The Graduate School helps eligible students with internet service charges incurred during the academic year (July 1st – June 30th) by reimbursing them up to \$300.00. Communication with reimbursement guidelines will go out in early March. Students have until **June 1<sup>st</sup>** to submit all required documentation.

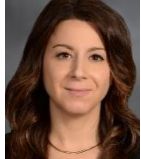

**Note:** Only students that live in one of the following addresses are eligible for this benefit:

- a. 306 E 66th St
- b. 310 E 66th St
- c. 312 E 66th St
- d. 303 E 71st St
- e. 442 E 77th St
- f. 444 E 77th St
- g. 504 E 81st St
- h. 1233 York Ave (Sloan House)
- i. Stuyvesant Town
- j. Peter Cooper Village

**F. OTHER BENEFITS & STUDENT SUPPORT SERVICES**

Other benefits such as discounted tickets/membership, insurance benefits, etc. could be found at <https://hr.weill.cornell.edu/benefits>.

**CONTACTS**

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