

Change #16

Rationale: This change allows ROTC faculty to receive the tuition waiver benefit.

- 4) Flexible Benefits Program
This program allows employees the opportunity to save tax dollars by contributing to medical and/or dependent care reimbursement accounts.
 - 5) Tax Sheltered Annuities
Several tax-sheltered annuities are available, as CNU is a qualified employer under Section 403 (b) of the Internal Revenue Service code.
 - 6) Deferred Compensation Plan
This option provides an opportunity for a supplemental retirement plan under Section 457 of the Internal Revenue Service Code.
 - 7) Workers' Compensation and Injury on the Job
An employee injured on the job is eligible to apply for benefits under the Virginia Worker's Compensation Act. The injured employee must first notify their supervisor and then the Office of Human Resources within 48 hours. *Failure to notify the appropriate authorities may jeopardize the claim.* For additional requirements, please call the Office of Human Resources at 757-594-7145.
 - 8) Unemployment Compensation
University employees, except students, who leave the employ of the University, are eligible to apply for unemployment compensation from the Virginia Employment Commission (VEC). The VEC makes eligibility determinations.
 - 9) Cash Match Program
Consistent with Commonwealth guidelines, eligible University employees may enroll in this program that provides money to match approved employee retirement savings plans.
 - 10) U.S. Savings Bonds
EE and I bonds are available.
 - 11) Liability Insurance
The Office of Risk Management of the Commonwealth of Virginia maintains liability insurance for full-time salaried employees of CNU. Individuals may wish to obtain supplemental insurance coverage through private carriers.
- b. Local CNU Provided or Arranged Benefits
- 1) Long Term Disability
This voluntary, employee paid program is designed to provide income protection when one cannot work due to disability.
 - 2) Bookstore Discounts
The University Bookstore offers a 10% discount at time of purchase to full-time and hourly employees of the University.
 - 3) Credit Union Membership
Employees may elect to join the Virginia Educator's Credit Union and/or the Virginia Credit Union. Credit union membership policies apply.
 - 4) Tuition Waiver Policy
All full-time classified, instructional **(including Military Science Faculty teaching at the University)** and administrative and professional faculty may receive a tuition waiver for (1) course, four (4) credit hours or less, during each regular semester.