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## I-9 Form Updated Again

The government has again issued an update to form I-9 (Employment Eligibility Verification). While the form content remains the same, they have updated the expiration date from 6/30/2008 to 6/30/2009. Please begin using the new form immediately; not using the new form can result in fines and penalties. You can access the form at <http://www.uscis.gov/files/form/I-9.pdf>.

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## Benefit Highlights

### Retirement Program Breakpoint / IRS Limit Updated

The breakpoint and IRS limit for the University's Direct Contribution to the Retirement Program has been updated effective with the plan year beginning 7/1/08. The direct contribution is 6.2% of base salary up to the breakpoint, plus 10.5% of base salary, up to the IRS limit. The breakpoint has changed from \$46,693 to **\$48,365**. The IRS limit has been updated to \$230,000. Visit [www.rochester.edu/benefits/retirement](http://www.rochester.edu/benefits/retirement) for more details.

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### Investment Fund Options Grow

Effective 7/15/08, the Retirement Program will be adding 19 investment options: twelve TIAA-CREF funds, one Fidelity fund, one T. Rowe Price fund, and five Vanguard funds. A complete list of all the investment options (312) can be viewed at [www.rochester.edu/benefits/retirement](http://www.rochester.edu/benefits/retirement) under "Fund Information."

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### Is Your Dependent Moving Out of the Area?

The University Health Care Plans offer national coverage networks, meaning even if a dependent is living outside the Rochester area (for example a student away at school) he or she will be eligible to receive health coverage in that area. Information can be found at [www.rochester.edu/benefits/health](http://www.rochester.edu/benefits/health) or by attending the YOUR Health Education sessions on July 30<sup>th</sup> or August 8<sup>th</sup>. <https://secure1.rochester.edu/hr/files/news2.pdf> has schedule details.

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### Reminder: Applying for Tuition Benefits

Tuition waiver or reimbursement applications must be received by the Benefits Office for authorization no later than 30 days after the start of the quarter or semester. Retroactive authorizations will not be approved beyond the 30-day limit. For more information regarding tuition benefits and to print tuition benefit applications, visit [www.rochester.edu/working/benefits/tuition](http://www.rochester.edu/working/benefits/tuition).

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### Don't Be Caught Unprepared!

#### MetLife Auto & Home Sessions

Local MetLife Auto & Home consultant, Keith Christiansen (585-385-8840), will be available in August for questions about this voluntary benefit program. Please visit [www.rochester.edu/working/benefits/autohome](http://www.rochester.edu/working/benefits/autohome) in early August for dates and locations.

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## Pre-Purchase Education Classes at the Medical Center

NeighborWorks® Rochester ([www.nwrochester.org](http://www.nwrochester.org)), a community-based nonprofit agency, is offering faculty and staff pre-purchase education classes at the University. You must complete all eight classes to receive your certificate of completion. Please visit [www.rochester.edu/working/benefits/housing](http://www.rochester.edu/working/benefits/housing) for dates, times and locations of the classes.

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## Health News

### Staying Active In Rochester

Visiting parks and bike paths as well as gardens and galleries, are ways to add steps to your day while learning about local culture. Visit [www.nps.gov/parks/html](http://www.nps.gov/parks/html) and [www.traillink.com/](http://www.traillink.com/) to find parks and trails close to home.

### National UV Safety Month

UV Safety Month promotes ways to protect your skin and eyes from UV rays. Sun safety tips include wearing UV protecting sunglasses and using sunscreen and lip balm with a SPF 15 or higher. For other tips, visit [www.healthfinder.gov/Newsletter/200707.asp](http://www.healthfinder.gov/Newsletter/200707.asp).

### Planning a Calorie-Conscious Cookout

Cookouts or picnics are historic American traditions, but the menu typically includes high calorie and fatty foods. Adding fruits, veggies, whole grains, and lean meats are great ways to cut back. Visit [www.weightlossresources.co.uk/logout/news\\_features/picnic.htm](http://www.weightlossresources.co.uk/logout/news_features/picnic.htm) for recipes and healthy ideas.

### Hemochromatosis Awareness

Hemochromatosis is a hereditary disease characterized by a genetic iron overload. Awareness focuses on routine universal screenings of newborns and adults, and the development of universal guidelines for diagnosis and treatment. Visit: [www.americanhs.org/](http://www.americanhs.org/) to obtain additional information.

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## Did You Know . . .

- ✓ The publication, *@Rochester*, reaches approximately 14,000 full and part-time faculty and staff daily. See <http://www.rochester.edu/@rochester/about.php>

**Contacting HR Intercom:** HR Intercom is distributed through *@Rochester* on a ten-month basis, January through July and September through November. If you have comments or questions about HR Intercom, please contact: [gina.radlo@rochester.edu](mailto:gina.radlo@rochester.edu).