

Postdoctoral Research Associate FAQ's

What are FICA taxes?

FICA, or Federal Insurance Contributions Act, taxes are the Social Security and Medicare taxes paid by both individuals and employers. FICA taxes are considered payroll taxes because they are based on the amounts paid to employees.

How much are FICA taxes?

The total FICA tax is 15.3%, which is applied to the employee's gross pay.

Who is responsible for paying the 15.3% FICA tax?

The employer and employee each pays 7.65%.

When will Postdoctoral Research Associates see a change in their paycheck resulting from FICA?

The FICA tax will be deducted in the first paycheck of 2018, check dated January 5, 2018.

What impact will the FICA taxes have on fringe rates charged to departments?

There will be no impact in FY18. Current fringe rates will remain in place for the rest of the fiscal year. Beginning in FY19, both the University and Sponsored Program fringe rates will likely be increased due to the additional cost to the University. The exact rate increase is unknown at this point as FICA is just one component of the overall fringe benefit rate.

Who will receive a copy of the Postdoctoral Research Associate Handbook?

Upon completion of the handbook, all current Postdoctoral Research Associates will receive a link to the online document and all new incoming Postdoctoral Research Associates will receive the link during their New Employee Orientation session.

How many hours per week does a Postdoctoral Research Associate work?

The workload for a full-time Postdoctoral Research Associate will be an average of 40 hours per week during the term of the appointment. The workload for part-time appointments will be pro-rated to the full-time rate. Given the professional nature of Postdoctoral Research Associate appointments, the specific hours may vary but will not unreasonably exceed 40 hours per week.

Are Postdoctoral Research Associates eligible for vacation leave? If so, how much?

Yes, a Postdoctoral Research Associate on a 12-month contract receives 22 compensated days annually per contract year. Vacation days must be requested with at least two weeks advanced notice except for emergencies. Vacation days are subject to the approval of the faculty advisor. Vacation days are not able to be carried over from one contract year to another and are not paid out upon termination or expiration of an appointment.

Are Postdoctoral Research Associates eligible for holiday leave? If so, how much?

Yes, a Postdoctoral Research Associate receives 12 holidays per year. The holidays include New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas.

What happens if a Postdoctoral Research Associate is expected to be on duty on a holiday?

If a holiday falls on a day when a Postdoctoral Research Associate is expected to be on duty, he/she will earn a compensatory day off to be taken at a time mutually agreed to by the supervisor and the employee.

Are Postdoctoral Research Associates eligible for personal leave? If so, how much?

Yes, a Postdoctoral Research Associate receives 1 personal leave day per year.

Are Postdoctoral Research Associates eligible for sick leave? If so, how much?

Yes, a Postdoctoral Research Associate receives 15 sick leave days per year.

Are Postdoctoral Research Associates eligible for FMLA?

Yes, Postdoctoral Research Associates are eligible for Federal FMLA after one year of employment and after working 1,250 hours or more in previous 12 months. Postdoctoral Research Associates are also eligible for leave under the CT State Statute 31-51kk after one year of employment and 1,000 hours or service. Contact Vicki Fry at 486-2036 or vicki.fry@uconn.edu for more information.

When do Postdoctoral Research Associates accrue paid time off benefits?

All paid time off benefits are accrued on the first day of an appointment. A full-time Postdoctoral Research Associates with a 12-month contract will be eligible for 22 vacation days, 15 sick days, 12 holidays, and 1 personal day.

What paid time off benefits do I have if I am a part time employee or if I only have an appointment for a portion of year, such as 6 months?

All paid time off benefits are pro-rated. If a Postdoctoral Research Associate's original appointment is for six months then they would begin their appointment with one half of the paid time off available with a 12 month contract.

Can Postdoctoral Research Associates accrue paid time off from one year to the next?

No, paid time off benefits for Postdoctoral Research Associates do not accrue from year to year. Any time not used within the contract period will expire.

At the end of a Postdoctoral Research Associate appointment, will the employee receive a payout for unused leave time?

No, Postdoctoral Research Associates will not receive a payout for unused leave time at the end of the employment.

Are Postdoctoral Research Associates now considered time reporters that must complete time cards?

No, they will remain non-time reporters and will not complete time cards. Time off will be tracked in the employing departments.

Who tracks time off benefits and usage?

Tracking of paid time off benefits and usage of such is the responsibility of the Postdoctoral Research Associate and the employing department.

Who should we contact with questions regarding Postdoctoral Research Associates?

Renee Boggis in Human Resources at (860) 486-0421 or Vice Provost and Dean of the Graduate School Kent Holsinger at (860) 486-0983.