

MichiganTech

ELIGIBLE BENEFITS

BENEFIT	REGULAR EMPLOYEE Long-Term Commitment · ≥ 9 Months and · ≥ 75% FTE	REGULAR PART-TIME EMPLOYEE Long-Term Commitment · Less than 75% FTE	FIXED TERM EMPLOYEE Limited-Time Commitment · Staff 12 mo./100% FTE · Faculty 9 mo./100% FTE		TEMPORARY & CASUAL EMPLOYEE No Commitment · Less than 100%/9 mo faculty/staff · Less than 12 mo staff or · Less than 100% FTE	
			Exempt	Non-Exempt	Exempt	Non-Exempt
Health, Dental, & Vision Insurance	yes	no	HuskyCare PPO	HuskyCare PPO	no	no
Life Insurance (includes employees and dependents)	yes	no	no	no	no	no
Accidental Death & Dismemberment (optional)	yes	no	no	no	no	no
Long Term Disability	yes	no	no	no	no	no
Retirement	Yes (7.5% matching program)	Yes, 50% FTE or more (7.5% matching program)	no	no	no	no
Supplemental Retirement Annuity (403b and 457b)	yes	yes	yes	yes	yes	yes
Sick Leave	Yes, 13 days (104 hours) annual sick days Jan 1 (prorated less than 100% FTE)	Prorated	9/10 mo = 5 days 12 month = 6 days	9/10 mo = 5 days 12 month = 6 days	no	no
Short-term Disability (employer paid)	yes	no	no	no	no	no
Bereavement Leave (up to 3 days)	yes AFSCME - no	yes – prorated AFSCME - no	no	no	no	no

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			Exempt Staff: 9/10 month is 5 days; 12 mo. is 6 days Faculty: no	Non-Exempt No	Exempt no	Non-Exempt no
Vacation	yes - staff no – all faculty/coaches 9 mo - 5 days 10 mo - 6 days	Prorated – staff Faculty/Coaches - no				
Holidays	yes	Prorated	yes	no	n/a	no
Leave of Absence unpaid · informal 2 weeks · personal 1 year · professional 1 year · jury duty · military (reserve/active) · fire/rescue · sabbaticals/professional development · FMLA (if eligible) · maternity	yes yes yes yes yes yes yes yes	yes yes yes yes yes yes yes	yes no no yes no/yes no no yes	yes no no yes no/yes no no yes	no no no no no/yes no no no	no no no no no/yes no no no
Wellness Program/TechFit	yes (includes dependents)	no	yes (includes dependents)	yes (includes dependents)	no	no
Employee Educational Program	yes UAW prorated if < 100% FTE	no UAW prorated if < 100% FTE	no	no	no	no UAW Temp-yes Credits prorated if < 100% FTE
Tuition Reimbursement Incentive Program (TRIP)	yes	no UAW - yes	no	no	no	no UAW - yes