ELIGIBLE BENEFITS

BENEFIT	REGULAR EMPLOYEE Long-Term Commitment • 9 + Months • 75% + FTE • 9 mo./100% FTE (3 yr. lecturers)	REGULAR EMPLOYEE Long-Term Commitment • Less than 75% FTE	FIXED TERM/TEMPORARY EMPLOYEE Limited-Time Commitment • Staff 12 mo./100% FTE • Faculty 9 mo./100% FTE • Multi-year at 9 mo./100%FTE • 3 years at 12 mo./75% FTE		SHORT-TERM & 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
TechSelect Flexible Benefit Program	yes POA - no	no	no	no	no	no
Health & Dental Insurance	yes	no	Deductible Plan (with no rebate)	Deductible Plan (with no rebate)	no	no
Life Insurance	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	2 years or age 35 waiting period (unless currently in TIAA-CREF)	Yes, 50% FTE or more	2 years or age 35 waiting period (unless currently in TIAA-CREF)	2 years or age 35 waiting period (unless currently in TIAA-CREF)	no	no
Supplemental Retirement Annuity	yes	yes	yes	yes	yes	yes
Sick Leave	Yes, accrue at 4 hours/ppd (prorated less than 100%)	Prorated	9/10 mo = 5 days 12 month = 6 days	9/10 mo = 5 days 12 month = 6 days	no	no
Sick Leave Pool (employee contributes 3 days)	yes	no	no	no	no	no
Bereavement Leave (up to 3 days)	yes AFSCME - no	yes - prorated	no	no	no	no
Vacation	yes - staff no - faculty 9 mo - 5 days 10 mo - 6 days	Prorated	Staff: 9/10 month is 5 days; 12 mo. is 6 days. Faculty: no	no	no	no

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			Exempt	Non-Exempt	Exempt	Non-Exempt
Holidays	yes	Prorated	yes	no	n/a	no
Leave of Absence unpaid • informal 2 weeks • formal 1 year • professional 1 year	 yes yes yes	 yes yes yes	 yes no no	 yes no no	 no no no	 no no no
Leaves without pay • jury duty • military • fire/rescue	 yes yes yes	 yes yes yes	 yes no/yes no	 yes no/yes no	 no no/yes no	 no no/yes no
Wellness Program	yes	no	yes	yes	no	no
Employee Assistance Program	yes	yes	yes	yes	no	no
Employee Educational Program	yes UAW credits prorated if < 100% FTE	no UAW credits 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