

2008-2009 OVERVIEW OF BENEFITS FOR UNION LOCAL 95

(The following document provides an overview of the benefits available to full-time Union Local 95 employees at Carnegie Mellon. Since this is an overview, it is not intended to modify in any way the plan documents/contract or Summary Plan Descriptions that, in the case of any difference, will govern.)

In order to enroll in the various options offered, you must complete the appropriate enrollment forms. If you have any questions concerning this process or require further detail on each plan, please contact Lori Bell in the Benefits Office at (412) 268-8197 or via email: loribell@cmu.edu. You can also schedule an appointment to meet with Lori if you wish.

Medical/Prescription Drugs:

- Eligibility begins on the 1st day of the next month following the date of hire. If the hire date is the 1st of a month, eligibility begins as of that date.
- HealthAmerica HMO - \$167.77/mo. for any level of coverage
- Medical insurance employee contributions are paid with pre-taxed salary dollars.

Sick and Accident (Short Term Disability):

- Benefits begin on the eighth day of absence due to illness
- 60% of pay based on 40 hrs. of straight time pay for 26 weeks
- No Cost

Long Term Disability:

- Income replacement includes a weekly benefit equal to 60% of your pay based upon 40 hours of straight pay per week. Maximum of \$3,500 /month.
- One-year waiting period before eligible to enroll
- No Cost

Life Insurance:

- The greater of \$12,000 or one and one-half times straight time salary
- No Cost Basic Coverage
- Supplemental Coverage available/optional and requires an employee contribution based on age and salary

Retirement:

- Current university contributions go to the Central Pension Fund on the employee's behalf equal 8% of the employee's straight time hours paid including holidays, floating holidays, vacation, jury duty, sick leave days and bereavement leave but will exclude sick and accident disability payments, workers' compensation and overtime.

-University contribution only - No mixing or matching contributions by the employee

-Five-year vesting requirement

-In addition to the university's contribution plan, supplemental coverage is available/optional through TIAA-CREF and Vanguard. The supplemental plan allows the employee to contribute his or her own money to a retirement option tax-deferred. The university does not mix or match with this plan.

Tuition Benefits for the Employee:

-Eligibility for the employee begins after the employee completes 6 months of benefits-eligible employment before they can receive tuition benefits.

-Total of two courses per semester

-To receive this benefit, the union member must be employed full time, as of when the semester begins and ends.

Employee Attending Carnegie Mellon:

-100% tuition benefit at Carnegie Mellon

Employee Attending Other Institution:

-50% tuition benefit at institutions other than Carnegie Mellon.

Tuition Benefits for Child(ren) of the Employee:

-Dependent children, as defined by IRS criteria, are eligible after you complete 5 years of full-time service.

-Eligible for a maximum of eight semesters

Child(ren) Attending Carnegie Mellon:

-Eligible for 100% tuition remission.

-There is no limit to the number of children who may attend Carnegie Mellon as long as they continue to meet eligibility requirements.

Child(ren) Attending Other Institution:

-The 2008/2009 benefit is \$3,250 per semester with a maximum of eight semesters.

-A maximum of two children may receive this benefit as long as they continue to meet eligibility requirements.