

# BENEFITS AT A GLANCE



Benefit coverage begins on the first day of the month after date of hire OR the date of hire if it coincides with the first day of the month. Below is a list of benefits offered.

MEDICAL, DENTAL, AND VISION	Cafeteria-125 group plan which provides for medical, vision, and/or dental insurance
LIFE INSURANCE AND ACCIDENTAL DEATH/DISEMBLEMENT (ADD)	2 X salary, max of \$200K (Life)- 2 X salary, max of \$200K (ADD) Coverage begins on the first day of month after date of employment OR the date of hire if it coincides with the first day of the month
SHORT TERM DISABILITY	60% of weekly earnings-max of \$1500/week for 13 weeks
SHORT TERM DISABILITY BUY UP PLAN (VOLUNTARY)	Extra 10% of weekly earnings (70% total benefit combined with basic disability benefit)-max of \$2000/week for 13 weeks
LONG TERM DISABILITY	60% of monthly earnings-max of \$7500/month
EMPLOYEE ASSISTANCE PROGRAM	Six Employee Assistance Program (EAP) sessions per problem
SECURE TRAVEL PROGRAM	Provides emergency medical evacuation assistance and travel services when traveling more than 100 miles away from your home
IDENTITY THEFT PROGRAM	Provides resolution services to help you work through identity theft issues
WILL PREPARATION PROGRAM	Services to help you build your will and other legal documents
CIGNA ASSURANCE PROGRAM	Support and assistance such as counseling and financial guidance after the loss of a covered loved one
SUPPLEMENTAL LIFE AND ADD	Voluntary coverage for employee, spouse, and dependents
401(K)	Employer matching contribution up to 3% of gross eligible wages up to the annual maximum wages established by Federal law. All contributions are 100% vested. Traditional and Roth 401(K) options are available.
DEPENDENT CARE REIMBURSEMENT PLAN	Pre-taxed payroll deduction up to \$5,000/year
CRITICAL ILLNESS PLAN	Pays a one-time lump sum benefit amount upon initial diagnosis of a covered disease or illness
PARKING/TRANSIT REIMBURSEMENT PLAN	Parking: pre-taxed payroll deduction up to \$265/month Transit: pre-taxed payroll deduction up to \$265/month
ADDITIONAL BENEFITS	Tricare Supplemental Plan, Verizon or AT&T wireless discount, Microsoft Office 2016 discount, and car rental discounts with AVIS and Enterprise

**CONTINUING EDUCATION Tuition Assistance**  
Based on contract allowance

**UIC University**  
Provides FREE access to over 2,500 courses, books, and videos online.

- HOLIDAYS (11)**
- New Year's Day
  - President's Day
  - Memorial Day
  - Independence Day
  - Labor Day
  - Alaska Day
  - Veteran's Day
  - Thanksgiving Day
  - Day After Thanksgiving
  - Christmas Eve
  - Christmas Day

**PERSONAL LEAVE**  
Vacation and sick leave is combined as personal leave.

**40 or more hours/week**

0-2 yrs	20 days
2-4 yrs	25 days
5+ yrs	30 days

