

Benefit Package for MEA Education Support Personnel Employees

For members of the MEA Support Staff - Clerical, Food Service, Maintenance and Public Safety - hourly, non-exempt positions. Most benefits are fully paid for full-time employees, 30 or more hours per week.

(See the Agreement between Lake Superior State University and MEA-NEA.)

1. Retirement Program: Teachers Insurance and Annuity Association (TIAA) - transferable to other states. Ten percent (10%) of gross earnings contributed by LSSU beginning with the first pay period immediately following their date of hire and will serve a three-year vesting period prior to eligibility in order to access these retirement funds. Vesting service credit is given for 800 or more hours worked in a calendar year.

Also Available: Supplemental Retirement Annuity (SRA) - by salary reduction.

2. Health/Hospitalization Insurance: Provided through Blue Cross Blue Shield of Michigan.
See plan documents for plan details.

5.52% premium co-share contribution deducted bi-monthly.

3. Dental and Vision Care Insurance (bundled) through Blue Cross Blue Shield of Michigan in addition to or separate from the Health/Hospitalization Insurance.
See plan documents for plan details.

5.52% premium co-share contribution deducted bi-monthly.

4. Life Insurance: \$50,000 plus \$50,000 A. D. & D. (Eligible on the first of the month following 90 days of employment).
5. Long Term Disability Insurance: 70% of salary, to maximum monthly salary of \$4,000. (Eligible on the first of the month following 90 days of employment).
6. Sick Leave: Thirteen (13) days per year, accrued at four (4.0) hours per pay period prorated to hours paid. Maximum accrual: 1,200 hours or 150 days. Available to use after thirty (30) days of employment.
7. Vacation Leave: Accrued bi-weekly, prorated to hours paid, on the following schedule; available to use after six (6) calendar months of employment:

1 st year	3.7 hours per pay = 12 days per year
2 nd year through 7 th year	4.6 hours per pay = 15 days per year
8 th year through 14 th year	5.6 hours per pay = 18 days per year
15 th & subsequent years	7.4 hours per pay = 24 days per year

Maximum accrual: 288 hours = 36 days; accrual balance paid on termination.

8. Funeral Leave: Up to five (5) days paid leave for immediate family; three (3) days chargeable to sick leave for other relatives (see Agreement).

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9. Holidays: Eleven (11) per year; seven (7) legal and four (4) President's option; prorated to hours paid. Recognized Federal Holidays include:
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|----------------|--------------|------------------|----------------------------|
| New Year's Day | Memorial Day | Independence Day | Martin Luther King Jr. Day |
| Labor Day | Thanksgiving | Christmas | |
10. Bookstore Discount: Fifteen percent (15%) on non-sale/non-food items; requires presentment of I.D. card.
11. Free admission to University-sponsored athletic and cultural events, half price for dependents; requires presentment of I.D. card.
12. Free basic membership to Norris Center athletic facilities and Student Activities Center.
13. Participation in the University's Wellness Program, which includes a health appraisal and physical assessment for a nominal fee, and release time for the worksite wellness program, with approval of supervisor.
14. A Section 125 plan is available for Medical Reimbursement (\$2,750 maximum) and Child Care Expenses (\$5,000 maximum). Plan year is from January 1 to December 31.
15. Tuition Waiver: Tuition cost and enrollment fees waived for courses taken for credit carrying University credit for which they have enrolled and been admitted by the Registrar. MEA Support Staff employees will be responsible for payment of all other fees.
16. Dependent Tuition Waiver: A tuition discount of up to 50% of their tuition and up to 50% of their enrollment fees for the semester. Employee's spouse and children or stepchildren under the age of twenty-five (25) will be considered eligible regardless of whether they meet the IRS definition of dependency (see Agreement).
17. Longevity: Eligible for longevity after five (5) years of continuous, full-time service; annual bonus payment according to schedule in contract (see Agreement).
18. Overtime: Overtime pay for hours worked over forty (40) per week or eight (8) per day.
19. Shift Differential: (see Agreement).
20. Lunch buffet at the Quarterdeck during the academic year at a reduced price.

Also Social Security, Worker's Compensation Insurance, Unemployment Insurance, travel and business insurance, and free parking on campus.

This summary and associated web pages, provide an overview of benefits LSSU employees receive. These summary sheets and web-based information are not a contract. If any statement conflicts with the applicable LSSU plan documents or policies, the applicable plan documents and policies will govern. The University retains the right to amend these benefits at any time. For represented employees, some benefits are noted in applicable collective bargaining agreements.