



## UNION OF CONCERNED SCIENTISTS BENEFITS HIGHLIGHTS

The Union of Concerned Scientists strive to offer our employees a comprehensive array of benefits, services, and policies that are work/life balance oriented.

**Benefits-eligible staff (20hrs +/-wk reg. scheduled) receive the following benefits:**

### **Paid Time Off**

- Generous vacation accrual per year - 3 weeks (1<sup>st</sup> year), 4 weeks (2-10 years), 5 weeks (after 10 years)
- 11.5 paid holidays and 2 days of personal time per year
- 10 sick days per year and additional paid one month for FMLA-qualified leaves
- Leaves (family illness, bereavement, medical, maternity and adoption and paternity)

### **Retirement – 403b Plan**

- We begin to contribute 8% of employee's salary towards your Retirement Plan after one year -100% vested.
- All employees may begin making contributions to the Supplemental Retirement Plan immediately.
- The investment choices are: Fidelity Investments or TIAA-CREF,

### **Health and Dental Insurance**

- UCS pays 75% of Health Maintenance Organization (HMO) premiums.  
*(Coverage, if elected, will begin first of the month following date of hire. Plans terminate on last day of the month of Termination.*
- Dental Plan: Delta Preferred Option USA Plus. (See attached overview)
- We offer Health Care Flexible Spending Account (pre-tax payments for qualified out-of-pocket healthcare expenses.)

### **Sick Days, Disability, Life and (AD&D) Insurance**

- Sick Leave accrual of 10 days per year
- UCS paid Life Insurance equal to 1 x annual salary up to a max of \$150,000.
- UCS paid AD&D Insurance equal to 1 x annual salary up to a max of \$150,000.
- UCS paid Long Term Disability Insurance (benefit is 66 2/3 percent of salary up to \$10,000 per month)
- UCS paid on-the-job Travel Accident insurance - \$200,000.

### **Commuter Pretax Benefit**

Parking/commuter transit Plans available on a pre-tax basis.

### **Child Care/Elder Care**

Dependent care Flexible Spending Account (pre-tax payments for qualified child care and/or elder care expenses)

### **Employee Assistance Program**

Free Counseling and resources on personal and work related issues: Call 1-800-828-6025

### **Health and Fitness**

Varies by health care provider and consists of reduced membership fees with Fitness Centers – see provider website and brochure. Wellness workshops sponsored by UCS health plan providers.

### **Financial Services and Benefits**

- Direct deposit of paycheck
- Direct deposit of health/dependent care reimbursement checks plus on-line access to account balances.
- Individual investment counseling sessions available through Fidelity and TIAA-CREF.
- Individual financial counseling through Employee Assistance Program: Call 1-800-828-6025

### **Benefits portal**

UCS has its own web-based portal for all your benefit information needs: Go to <http://ucs.mybenefitsview.com> or <https://secure.mybenenergy.com> User ID: **ucsbenefits** Password: **employee**