

[Union of Concerned Scientists

Benefit Highlights for 2019

The Union of Concerned Scientists offers our employees a comprehensive array of benefits, services, and policies that are geared towards a work/life balance. Benefits-eligible staff receive the following benefits:

Paid Time Off

- Generous vacation accrual per year - 3 weeks (1st year), 4 weeks (2-10 years), 5 weeks (after 10 years).
- 12 or more paid holidays and 2 days of personal time per year.
- 10 sick days per year (and additional paid one month for FMLA-qualified leaves).
- 5-7 days of scheduled paid week off between Christmas and New Year's Day holidays.
- Leaves - *family illness, bereavement, medical, maternity and adoption and paternity*

Retirement – 403b Plan

- Retirement Contributions of 8% of salary on first of the month after one year / 100% vested.
- All staff may begin making contributions to the Supplemental Retirement Plan immediately.
- The investment vendor choices are: Fidelity Investments or TIAA-CREF.

Health and Dental Insurance

- UCS contributes 75% of plans' premiums (HSA and HRA plans) with generous contributions to accounts. *(Coverage, if elected, will begin first of the month following date of hire. Plans end on last day of the month of Termination)*
- Dental Plan: Delta Preferred Option USA Plus.
- Health Care Flexible Spending Account (pre-tax payments for qualified out-of-pocket healthcare expenses.)

Sick Days, Long Term Disability, Life and (AD&D) Insurance

- Sick Leave accrual: 10 days per year.
- UCS paid Life and AD&D Insurance: equal to 1 x annual salary.
- UCS paid Long Term Disability Insurance: 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.

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. Fitness counseling via EAP.

Financial Services and Benefits

Direct deposit of paycheck and individual financial counseling through Employee Assistance Program and other vendors.