

# [ Union of Concerned Scientists

## Benefit Highlights for 2018

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 (1<sup>st</sup> 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).
- 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 our 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, 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.

*Please note: This is a brief list of our plans and not a summary plan description, UCS always reserves the right to change our plans as permitted by law.*