



Medical Services	Contingent Faculty shall have access to the health services of the University Health Center. Payment for the cost of such services will be the responsibility of the Contingent Faculty member. Office visits will be at the cost of \$0 per visit.
Medical Leave Hours	<p>Contingent Faculty, excluding those in the Library area, are eligible to use 1.5 hours of medical leave per contact hour per academic session (rounded to the nearest full hour). Contingent faculty are required to report medical leave usage if it results in absences from the classroom. The leave may be reported in one-hour increments and does not accumulate from session to session.</p> <p>Contingent Faculty in the Library & Instructional Support and Counseling, are eligible to use medical leave up to the average number of hours worked each week during that academic session. The leave may be reported in one-hour increments and does not accumulate from session to session.</p>
Tuition Scholarship Program	<p>Contingent Faculty may enroll in classes, including for-credit courses offered by continuing education, up to the number of credit hours they are teaching in the semester (These classes may be in the current semester or in subsequent semesters within the calendar year for <i>Continuing Contingent</i> faculty).</p> <p>In addition, these credits may be transferred to a Contingent Faculty member's spouse or dependent child as defined by the IRS during that semester, upon receipt and verification of the documents specified by the Human Resources Office. NMU will abide by State and Federal laws regarding the taxability of benefits.</p>
Dependent Care Leave	Contingent faculty shall have paid time off in the amount of 16 hours per semester to provide dependent care for the confining illness or injury to members of the immediate family (spouse or designated individual, children, parents, parents-in-law, brothers, sisters) and who person for whose financial or physical care the faculty member is principally responsible.
Staff Development Courses	Contingent Faculty may enroll in professional development noncredit courses at no cost with department head approval.
Recreation Membership	Each Contingent Faculty member who completes the appropriate application will be provided a single Physical Education Recreation Facility membership or Walking Pass at no cost. Family membership available at reduced rate through payroll deduction. NMU will abide by State and Federal laws regarding the taxability of benefits.
Bookstore Discount	20% discount on books; 10% discount on other items. Does not include sale items or caps and gowns.
Employee Assistance Program	Eight sessions per calendar year for contingent faculty, spouse, & dependent children at Northstar EAP.
403(b) TDA Retirement	Voluntary contributions to a tax-deferred annuity (TDA) retirement plan. Minimum contribution of \$200 annually.
Social Security Benefits	Mandatory University and employee contribution. Monthly benefits at retirement or in case of total disability.
Workers' Compensation	Contingent Faculty should notify their department head immediately of any work-related illness or injury. Income benefits may be available as well as payment for medical expenses.
Parking	Contingent Faculty, upon completion of necessary forms, will receive one (1) free parking permit and the option of pre-tax payroll deduction for any additional parking permit fees.
Library	Access to University library.

These are summaries of benefits available and are subject to change. Union contracts, personnel policies, master benefit policies and the rules of insurance providers and administrators control the benefits available. If you have questions about benefits, consult your current union agreement or contact the Human Resources Department at 227-2470.