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<b>Sick Leave</b>	Up to 240 hours (six (6) weeks) at full salary per fiscal year.
<b>Hospitalization/Medical And Prescription Drug Program</b>	Blue Cross Blue Shield Community Blue PPO with ECM \$2000/4000 Coverage effective on date of hire. \$500 individual/\$1000 family deductible; \$2000 individual/\$4000 family co-insurance maximum; \$20 Office co-pay/\$150 ER co-pay. Drug co-pays: \$10 generic/\$20 brand name at NMU Health Center; \$15 generic/\$30 brand name/\$60 specialty drug co-pay at participating pharmacy. Mail order option available. Benefit year is January 1 to December 31.
<b>Life Insurance with Accidental Death &amp; Dismemberment</b>	Immediate coverage equal to 1x annual salary rounded to next \$1,000 paid by University. Options of .5, 1, 2, 3, 4, and 5 times annual salary and dependent coverage may be purchased. Coverage includes a double indemnity clause in case of Accidental Death and Dismemberment. Maximum of \$500,000.
<b>Recreation Membership</b>	Each employee 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.
<b>Bookstore Discount</b>	20% discount on books; 10% discount on other merchandise items. Some exclusions apply and does not include sale items or caps and gowns.
<b>403(b) TDA Retirement</b>	Voluntary contributions to a tax-deferred annuity (TDA) retirement plan. Minimum contribution of \$200 annually.
<b>Funeral Leave</b>	Five days, three days, or one day of paid funeral leave. Please refer to the Post-Doctoral Personnel Policy Manual for details.
<b>Jury Duty</b>	Full pay for regularly scheduled hours of work missed less what court pays.
<b>Social Security Benefits</b>	Mandatory University and employee contribution. Monthly benefits at retirement or in case of total disability.
<b>Military Reserve and National Guard Duty</b>	The employer will abide by Federal and State laws pertaining to the leave of absence, rehire, and status after rehire or leave of absence of employees who are members of either the National Guard or a unit of the United States Reserve Forces.
<b>Workers' Compensation</b>	The University will abide by appropriate Worker's Compensation laws.
<b>Parking</b>	Employees, 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.
<b>Library</b>	Access to University library.

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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.

**Revised 04/01/2019**