

Benefits are provided to eligible full-time Bargaining Unit members as follows:

Plans	Coverage/Elections	Eligible
Medical	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield ▪ BlueChoice HMO ▪ Kaiser Permanente HMO Four levels of coverage. Cost: JHU & Employee share.	After probationary period
Pharmacy	Kaiser has pharmacy incorporated into plan. All other plans have common pharmacy benefits managed by Express Scripts. Matches Medical election. Cost: Included in Medical.	After probationary period
Dental	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield ▪ CIGNA ▪ United Concordia HMO Four levels of coverage. Cost: JHU & Employee share.	After probationary period
Life Insurance	<ul style="list-style-type: none"> ▪ 100% of salary (core benefit) ▪ 200% of salary Benefit is rounded to the next lower thousand. You will need to designate a beneficiary. Statement of Health required to move up from core benefit. Cost: JHU pays for core benefit; Employee pays for upgrade.	After probationary period
Dependent Life Insurance	<ul style="list-style-type: none"> ▪ \$4,000-Spouse or Domestic Partner/\$2,000 per child; Cost: JHU paid.	After probationary period
Travel Accident Insurance	24-hour; year-round; world-wide coverage while on university sponsored business. Coverage: \$50,000. Cost: JHU paid.	Date of hire
Flexible Spending Accounts—Health Care & Dependent Care	Contribute up to \$2,550 for Health Care and \$5,000 per Dependent Care FSA. Expenses need to be claimed within the calendar year in which they occur. Health Care FSA allows a carryover of \$500 into the next year. Last day to file claims April 30 of the following year.	After probationary period
Sick Leave	Accrue one day per month of service each year.	After probationary period
Short-Term Disability	After 14 days of disability, plan pays 60% of weekly salary up to a maximum of \$1,000 for up to 11 weeks. Cost: JHU & Employee share.	After probationary period
Long-Term Disability	After 90 days of disability, plan pays 60% of monthly salary up to \$10,000. With continued coverage duration by table into retirement years. If approved, 10% of pre-disability income is contributed to the 403(b). Cost: JHU paid.	After 1 yr. unless prior immediate coverage
Pension Plan	Retirement benefit earned based on a combination of your salary and years of service. 100% vesting at eligibility. Cost: JHU paid.	After 2 years of service
403(b) Retirement Plan—University	20% match of your contribution up to 3% of salary. Three investment options. Cost: JHU paid.	After 2 years of service

Full-time Benefits - Bargaining Unit

403(b) Retirement Plan – Employee	Contribute up to \$18,000 for the year. Over age 50, catch-up contribution of an additional \$6,000. Three investment options.	First of the month after hire.
Tuition Grant	Payment of required tuition and eligible fees up to 50% of JHU freshman tuition For each eligible dependent. JHU paid.	After 2 yrs. of service or immediately coming from a university with a similar plan
Tuition Remission	Up to \$5,250 for you and within that \$2,625 for your dependents. Payment 100% for professional development credit and non-credit courses; 80% for non-credit personal enrichment courses. JHU paid.	After 90 days of employment
Tuition Reimbursement	Up to \$2,000 for courses not offered through JHU which will enhance an employee’s career. JHU paid.	After 90 days of employment
Voluntary Benefits	Current offerings include Vision Plan, Critical Illness Insurance, Accident Insurance, Choice Auto and Homeowner’s Insurance, Legal Insurance paid through convenient payroll deduction.	Date of hire
Vacation & Holidays	Vacation: 1 month but less than 2 years=10 days per year 2 years but less than 5 years=12 days per year 5 years but less than 7 years=15 days per year 7 years or over=22 days per year Holidays: Per terms of Agreement	After probationary period
Birth Recovery Leave	Six weeks paid leave for birth mother following childbirth. JHU paid.	After 1 yr. of employment
Parental Leave	Four weeks paid leave taken consecutively or intermittently in full days during the 12 months following birth or adoption. JHU paid.	After 1 yr. of employment
Statutory Plans	<ul style="list-style-type: none"> ▪ Social Security Cost: JHU & Employee share. ▪ Unemployment Insurance Cost: JHU paid. ▪ Workers’ Compensation Cost: JHU paid. 	Date of hire
Adoption Assistance	Reimbursement of certain adoption expenses.	After 2 yrs. of employment
FASAP: Faculty & Staff Assistance Program	Personal assistance and referral.	Date of hire
Work, Life & Engagement	Offering problem-solving strategies to work-life issues.	Date of hire

Important Links	Internet Link	Phone
University Benefits	www.benefits.jhu.edu	410-516-2000
Faculty & Staff Assistance (FASAP)	hopkinsworklife.org/fasap/	443-997-3800
Talent Mgmt & Org. Development	hrnt.jhu.edu/tmod/	443-997-6809
Work, Life & Engagement	www.hopkinsworklife.org	443-997-7000

This summary of JHU’s benefit plans has been designed to acquaint you with features of the plans, and every attempt has been made to summarize these programs and policies accurately. The actual provisions of each plan will govern if there is any inconsistency between this summary and JHU’s formal plans or contracts. This summary does not constitute a contract for any benefit; JHU reserves the right to modify or terminate its benefit plans.