

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

| Plans | Coverage/Elections | Eligible |
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| 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. Evidence of Insurability 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 \$2,600 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 \$2,500 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

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| 403(b) Retirement Plan – Employee | Contribute up to \$18,500 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 1 yr. 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 |
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| 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.