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\_\_\_\_\_ UMS offers a retirement plan administered by TIAA, where both the employee and the employer contribute. Employee and employer basic contributions are made to the 403(b) Defined Contribution Pension Plan. The unit member contribution is 4% and University share 10% for an annual total of 14%. Additional voluntary employee tax-deferred contributions above the member's 4% may be made to the 403(b) plan or a 457(b) Deferred Compensation Plan. Vesting applies to AFUM unit members and non-represented faculty (excluding Law Faculty). Vesting is immediate for UMS' contribution.

(In UMS' 403b pension plan, there is a vesting component referring to when you own the funds contributed. You are always vested immediately in contributions from your paycheck. Thus, the vesting reference above describes when you own the University contribution as well.)

\_\_\_\_\_ - The University offers a group discount rate for pet insurance through Nationwide. This includes three different plans, as well as different "wellness" plans. Call 1-888-899-4874 for more information.

\_\_\_\_\_ - Allows an employee to reduce their status to less than full time to full retirement, while maintaining eligibility for employee benefits by paying the full-time employee premiums. Employee benefits are based on the reduced PPRP salary.

\_\_\_\_\_ Our Wellness Program, \_\_\_\_\_, features attractive incentives for pursuing a healthy and happy lifestyle. In addition, all benefit eligible UMS employees are also eligible at no cost to utilize our Employee Assistance Program (Cigna).

\_\_\_\_\_ - All full-time employees are eligible for \_\_\_\_\_ tuition for credit courses including graduate school and Maine Law and eligible dependents receive 50% partial tuition waivers. AFUM unit members receive 2 courses per semester or summer session (4 credit/course max.). Spouse or dependent child(ren) receive one-half (1/2) tuition as a full or part-time undergrad student. In the event of retirement, retrenchment, or death of a unit member, spouse or dependent child(ren) who are enrolled at the time shall maintain eligibility as long as they maintain continuous enrollment as matriculated students until completion of degree.

\_\_\_\_\_ - AFUM represented employees with a hire date of 9/1/19 or greater will have the equivalent of one-year's-worth of disability leave front-loaded into their leave balance account for use as of the end of their first month of employment. Beginning the second year of employment, employees will begin earning a monthly disability leave accrual of 13.34 hours.

\_\_\_\_\_ The University of Maine System observes Independence Day, Labor Day, Indigenous Peoples' Day, Veteran's Day, Thanksgiving, (and day after), Christmas, New Year's Day, Martin Luther King Day, Presidents' Day, Patriot's Day, Juneteenth and Memorial Day holidays.