

University of Maine System Benefits (NR Hourly)

_____ 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. Additional voluntary employee tax-deferred contributions above the 4% may be made to the 403(b) plan or a 457(b) Deferred Compensation Plan. For represented and non-represented hourly employees vesting is immediate for anyone hired prior to 1/1/10. For anyone hired on thru 12/31/12, vesting occurs after completion of four (4) years of service. For anyone hired on or after 1/1/13, vesting occurs after completion of five (5) years of service.

(Please note: 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's contribution as well.)

_____ Our Wellness Program, _____, features attractive incentives for pursuing a healthy and happy lifestyle. All benefit eligible UMS employees are also able 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. Non-represented hourly employees may take courses not to exceed eight (8) credit hours per semester (4 for part-time regular employees) and in the summer. Spouse or dependent child(ren) receive one-half (1/2) tuition as a full or part-time undergrad student (two summer courses). In the event of retirement, layoff, 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 - also applies if unit member is terminated through UMS' LTD program and has twenty (20) or more years of University Service..

_____ - Employees accrue vacation and sick leave benefits with each pay period that vary by collective bargaining unit and length of service. Non-represented hourly employees accrue sick leave at the rate of 4.62 hours for each bi-weekly pay period of continuous service, up to a maximum of 180 days. Non-represented hourly employees accrue vacation leave based on the number of years of continuous service - 3.7 hrs. (1 thru 4); 4.62 hrs. (5 thru 8); 5.54 hrs (9 thru 12); 6.47 (13 thru 16); and 7.39 hrs. (17+), up to a maximum of forty (40) days. Part-time unit members accrue leaves on a prorated basis.

_____ 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.