



Benefits are provided to eligible LiUNA Bargaining Unit members as follows:

Plans	Coverage/Elections	Eligible
Medical	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield Core PPO Plan ▪ LiUNA BU CareFirst Network Only Plan ▪ Kaiser Permanente HMO Plan ▪ Waive coverage Four levels of coverage. Cost: JHU & employee share.	Date of hire.
Pharmacy	CareFirst plans' pharmacy benefits managed by Capital Rx. Kaiser incorporates pharmacy into plan. Cost: Included with elected medical plan.	Date of hire.
Dental	<ul style="list-style-type: none"> ▪ Delta Dental Core PPO ▪ Delta Dental Enhanced with Orthodontia PPO Four levels of coverage. Cost: JHU & employee share.	Date of hire.
Vision – EyeMed	Annual eye exam \$10 copay. \$150 allowance for frames/contacts. Cost: employee paid.	Date of hire.
Life Insurance – Securian Financial	<ul style="list-style-type: none"> ▪ 100% of salary (core benefit) ▪ 200% of salary Benefit is rounded to the next lower thousand. You must designate a beneficiary. Evidence of Insurability (EOI) is required to move up from core benefit. Cost: JHU pays for core benefit; employee pays for upgrade.	Date of hire.
Dependent Life Insurance – Securian Financial	\$4,000 spouse/domestic partner and \$2,000 per child Cost: JHU paid.	Date of hire.
Flexible Spending Accounts: Health Care & Dependent Care – WEX	Contribute up to \$3,400 for Health Care and \$7,500 per Dependent Care FSA. Expenses must be claimed within the calendar year in which they occur. Health Care FSA allows a carryover of \$680 into the next year. Last day to file claims April 30 of the following year.	Date of hire.
Sick Leave	Accrue one day per month of service each year.	Date of hire.
Short-Term Disability – Lincoln Financial	After 14 days of disability, plan pays 60% of weekly salary max. \$2,500 up to 11 weeks. Cost: employee paid.	Date of hire.
Long-Term Disability – Lincoln Financial	After 90 days of disability, plan pays 60% of monthly salary up to \$10,000. With continued coverage duration by table into retirement years. Cost: JHU paid.	1 yr. unless prior immediate coverage.
Pension Plan – Empower	Retirement benefit earned based on salary and years of service. 100% vested at eligibility. Cost: JHU paid.	2 years of service.
403(b) Retirement Plan, University – TIAA	20% match to your contribution, up to 3% of salary. Cost: JHU paid.	2 years of service.
403(b) Retirement Plan, Employee – TIAA	Contribute up to \$24,500 for the year. Ages 50 and over catch-up contribution of an additional \$8,000. Pre-tax and Roth contributions available.	First of month after date of hire.
Tuition Grant for Dependents	Payment of required tuition and eligible fees up to 50% of JHU freshman tuition. For each eligible dependent. Cost: JHU paid.	2 yrs of service or immediately coming from employer with similar benefit.

Benefits Summary | Full-time LiUNA Bargaining Unit Members



Employee Tuition Assistance for Degree Programs	Up to \$5,250 annual tuition assistance for undergraduate (associate or bachelor's) degree. Up to \$10,000 annual tuition assistance for graduate degree. Any accredited institution. Cost: JHU paid.	90 days of employment.
Non-Degree Seeking Credit Classes/Non-Credit Classes at JHU	Up to \$5,250 annual limit for you and within that \$2,625 for your dependents. Non-credit classes, 2 per year. Cost: JHU paid.	90 days of employment.
Voluntary Benefits	Current offerings include Accident Insurance; Auto, Home & Renter's Insurance; Critical Illness Insurance; Home Disaster Insurance; Hospital Indemnity Insurance; Identity Protection; Legal Plan; and Pet Insurance, employee paid through convenient payroll deduction.	Date of hire.
Commuter Assistance – WEX	Pre-tax employee deductions for commute-to-work public transit and non-JHU parking expenses. JHU paid transit and parking subsidy for eligible employees in MD and DC.	Date of hire.
Vacation & Holidays	Vacation accrues based on service time: 1 month - 2 years = 10 days per year 2 – 5 years = 12 days per year 5 – 7 years = 15 days per year 7+ years = 22 days per year Holidays: Per terms of Bargaining Unit Agreement.	Date of hire.
Birth Recovery Leave	Six weeks of paid leave for birth parent following childbirth. JHU paid.	1 yr. of employment.
Parental Leave	Four weeks of paid leave can be taken consecutively or intermittently in full days during the 12 months following birth or adoption. JHU paid.	1 yr. of employment.
Child Care Vouchers – WEX	Voucher award of \$1,000, \$2,500 or \$5,000 based on family adjusted gross income (AGI) and number of dependent pre-K children. Awarded per family. Combines with other tax-free employer-provided dependent care assistance capped at \$7,500 by the IRS.	90 days of employment.
Child Care Scholarships	Scholarship funds available to four JHU child care centers: Homewood Early Learning Center, Bright Horizons at 98 N Broadway and Bayview, and Weinberg Early Childhood Center. Taxable awards of \$8,750, \$13,000 or \$17,250 based on family adjusted gross income (AGI), and number of dependent pre-K children. Can be stacked with Vouchers.	90 days of employment.
Backup Care – Bright Horizons	Up to 10 days of emergency backup care for children and adults per calendar year. Employees pay subsidized rate based on salary. Imputed income combines with other tax-free employer-provided dependent care assistance capped at \$7,500 by the IRS.	Date of hire.
Adoption Assistance and Gestational Surrogacy	Reimbursement of qualified expenses. Single adoption/surrogacy up to \$17,670 and 2 children simultaneously up to \$35,340 per family.	1 yr. of employment.
Johns Hopkins Employee Assistance Program (JHEAP)	24/7 access to emotional support and daily life assistance counselors. Available to all employees and their household family members. LifeMart and Perks at Work employee discount programs. Cost: JHU paid.	Date of hire.



Important Links	Internet Link	Phone
Benefits & Worklife	hr.jhu.edu/benefits-worklife	410-516-2000
Johns Hopkins Employee Assistance Program (JHEAP)	hr.jhu.edu/benefits-worklife/support-programs	888-978-1262
myLearning	hr.jhu.edu/learn-grow/mylearning	443-997-6809

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.