



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

| Plans  | Coverage/Elections   | Eligible  |
|--|--|---|
| <b>Medical, Pharmacy, Dental, Vision, Life Insurance, AD&amp;D, Disability</b> | Provided through Unite Here Health.  | Per terms of Bargaining Unit Agreement.   |
| <b>403(b) Retirement Plan, University – TIAA</b>                               | 4% of salary if under age 35 and 2 or more years of service, 8% of salary if age 35 or older. Investment election must be made prior to your first contribution, or it will be invested in the plan's default investment option. Cost: JHU paid. | First of month coinciding with or following hire date after satisfying age/service requirement.   |
| <b>403(b) Retirement Plan, Employee – TIAA</b>                                 | 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 hire.  |
| <b>Tuition Grant for Dependents</b>  | 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.  |
| <b>Employee Tuition Assistance for Degree Programs</b>                         | 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.  | 120 days of employment.   |
| <b>Non-Degree Seeking Credit Classes/Non-Credit Classes at JHU</b>             | 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.  | 120 days of employment.   |
| <b>Individual Courses Outside of JHU</b>                                       | Up to \$5,250 annually for courses directly related to employee's current position or career path that aligns with JHU's business needs. Cost: JHU paid.   | 120 days of employment.   |
| <b>Commuter Assistance – WEX</b>   | 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.   |
| <b>Sick Leave</b>  | One day accrued per month of service each year up to maximum of 12 days per year.  | If date of hire is 1 <sup>st</sup> -10 <sup>th</sup> of the month, accrual coincides. If date of hire is 11 <sup>th</sup> or after, accrual begins the month following. |
| <b>Vacation</b>  | Year 1: 1.12 days per mo. for 9 mo. = 10 days per year<br>Years 2-7: 1.67 days per mo. for 9 mo. = 15 days per year<br>Years 8+: 2.45 days per mo. for 9 mo. = 22 days per year  |   |
| <b>Holidays</b>  | Eleven (11) days per year plus up to 2 floating holidays.  | 120 days of employment.   |
| <b>Birth Recovery Leave</b>  | Six weeks of paid leave for birth parent following childbirth. JHU paid.   | 1 yr. of employment.  |
| <b>Parental Leave</b>  | 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.  |

Benefits Summary  
Full-time Unite Here Bargaining Unit Members



|  |   |                         |
|--|---|-------------------------|
| <b>Child Care Vouchers – WEX</b>                         | 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.   | 120 days of employment. |
| <b>Child Care Scholarships</b>                           | 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. | 120 days of employment. |
| <b>Backup Care – Bright Horizons</b>                     | 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.           |
| <b>Adoption Assistance and Gestational Surrogacy</b>     | 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.    |
| <b>Johns Hopkins Employee Assistance Program (JHEAP)</b> | 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.           |

| <b>Important Links</b>                                   | <b>Internet Link</b>   | <b>Phone</b> |
|--|--|--------------|
| <b>Benefits &amp; Worklife</b>                           | <a href="http://hr.jhu.edu/benefits-worklife">hr.jhu.edu/benefits-worklife</a>                                   | 410-516-2000 |
| <b>Johns Hopkins Employee Assistance Program (JHEAP)</b> | <a href="http://hr.jhu.edu/benefits-worklife/support-programs">hr.jhu.edu/benefits-worklife/support-programs</a> | 888-978-1262 |
| <b>myLearning</b>  | <a href="http://hr.jhu.edu/learn-grow/mylearning">hr.jhu.edu/learn-grow/mylearning</a>                           | 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.