

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

Plans	Coverage/Elections	Eligible
Medical	<ul style="list-style-type: none"> ▪ CareFirst BlueCross BlueShield PPO Plan ▪ BlueChoice HMO Plan ▪ Kaiser Permanente HMO Plan 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"> ▪ Delta Dental Standard PPO ▪ Delta Dental Enhanced with Orthodontia PPO Four levels of coverage. Cost: JHU & Employee share.	After probationary period.
Vision - EyeMed	Annual eye exam \$10 copay. \$150 allowance for frames/contacts. Cost: Employee paid.	After probationary period.
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 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 - Securian Financial	<ul style="list-style-type: none"> ▪ \$4,000-Spouse or Domestic Partner/\$2,000 per child; Cost: JHU paid.	After probationary period.
Flexible Spending Accounts: Health Care & Dependent Care - Discovery Benefits	Contribute up to \$2,750 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 \$550 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 - Lincoln Financial	After 14 days of disability, plan pays 60% of weekly salary up to a maximum of \$2,500 for up to 11 weeks. Cost: Employee paid.	After probationary period.
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. 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 - Prudential	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.

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403(b) Retirement Plan— Employee	Contribute up to \$19,500 for the year. Over age 50, catch-up contribution of an additional \$6,500. 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. Cost: JHU paid.	After 2 yrs. of service or immediately coming from an employer 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. Cost: 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. Cost: JHU paid.	After 90 days of employment.
Voluntary Benefits	Current offerings include Critical Illness Insurance, Accident Insurance, Choice Auto and Homeowner's Insurance, Legal Insurance paid through convenient payroll deduction.	After probationary period.
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.
Child Care Vouchers	Voucher award of \$1,000, \$2,500 or \$5,000 based on family adjusted gross income (AGI), and number of dependent children under age six enrolled in legal child care. Voucher and Dependent Care FSA capped at \$5,000 total.	After 90 days of employment.
Child Care Scholarships	Scholarship funds available to three JHU child care centers: Homewood Early Learning Center, Bright Horizons, and Weinberg Early Childhood Center. Scholarships of \$7,000, \$10,000 or \$13,000 based on family adjusted gross income (AGI), and the number of pre-K children in the center. Vouchers and scholarships may be stacked.	After 90 days of employment.
Adoption Assistance	Reimbursement of certain adoption expenses.	After 1 yr. of employment.
mySupport	24/7 access to emotional support and daily life assistance counselors. Available to all employees and their household family members. LifeMart employee discount program. Cost: JHU paid.	Date of hire.

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Important Links	Internet Link	Phone
Benefits & Worklife	hr.jhu.edu/benefits-worklife	410-516-2000
mySupport	hr.jhu.edu/benefits-worklife/support-programs/	443-997-7000
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.