

Benefits are provided to eligible full-time 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 Four levels of coverage. Cost: JHU & Employee share.	After probationary period.
Pharmacy	Kaiser has pharmacy incorporated into plan. CareFirst plans have pharmacy benefits managed by Capital Rx. Matches Medical election. Cost: Included in Medical.	After probationary period.
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.	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 - WEX	Contribute up to \$3,200 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 \$640 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. Cost: JHU paid.	After 1 yr. unless prior immediate coverage.
Pension Plan – Empower	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. Investment options through TIAA. Cost: JHU paid.	After 2 years of service.

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403(b) Retirement Plan – Employee	Contribute up to \$23,000 for the year. Over age 50, catch-up contribution of an additional \$7,500. TIAA investment options. Pre-tax and Roth contributions available.	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.
Employee Tuition Support for Degree Program	Up to \$5,250 annual tuition assistance for undergraduate (associate/ bachelor's) degree. Up to \$10,000 annual tuition assistance for graduate degree. Any accredited institution. Cost: JHU paid.	After 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	After 90 days of employment.
Individual Courses outside of JHU	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.	After 90 days of employment.
Voluntary Benefits	Current offerings include Critical Illness Insurance, Accident Insurance, Choice Auto and Homeowner's Insurance, Pet Insurance, Identity Protection, and Legal Services Insurance paid through convenient payroll deduction.	After probationary period.
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.	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 \$8,000, \$12,000 or \$16,000 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.

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Adoption Assistance/ Gestational Surrogacy Program	Reimbursement of qualified expenses. Single adoption/ surrogacy up to \$16,810 and 2 children simultaneously up to \$33,620 per family.	After 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
JH Employee Assistance Program	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.