

## Summary of Full-time Benefits Unite Here Bargaining Unit Members

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 Agreement
<b>403(b) Retirement Plan—University</b>	4% of salary if under age 35 and 2 or more years of service; 8% of salary if age 35 or older. Investment options through TIAA. Investment election must be made within 60 days of hire; or will be enrolled in default investment option. Cost: JHU paid.	First of month coincident with or following hire date after satisfying age/service requirement.
<b>403(b) Retirement Plan—Employee</b>	Contribute up to \$23,500 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.
<b>Tuition Grant</b>	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.
<b>Employee Tuition Support for Degree Program</b>	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.	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>Vacation</b>	<b>Year 1:</b> 1.12 days per mo. for 9 mo. = 10 days per year <b>2 – 7 Years:</b> 1.67 days per mo. for 9 mo. = 15 days per year <b>8+ Years</b> = 2.45 days per mo. for 9 mo. = 22 days per year	Accruals begin on the date of hire if on or before the 10 <sup>th</sup> of the month; otherwise accruals begin in the month following date of hire.
<b>Holidays</b>	11 days plus up to 2 Floating Holidays	After probationary period.

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<b>Sick Leave</b>	Accrue one day per month of service each year up to a maximum of 12 days per year.	Accruals begin on the date of hire if on or before the 10 <sup>th</sup> of the month; otherwise accruals begin in the month following date of hire
<b>Birth Recovery Leave</b>	Six weeks paid leave for birth mother following childbirth. JHU paid.	After 1 yr. of employment.
<b>Parental Leave</b>	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.
<b>Child Care Vouchers</b>	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 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. Scholarships of \$8,500, \$12,500 or \$16,500 based on family adjusted gross income (AGI), and the number of pre-K children in the center. Vouchers and scholarships may be stacked.	After 120 days of employment.
<b>Adoption Assistance/ Gestational Surrogacy Program</b>	Reimbursement of qualified expenses. Single adoption/surrogacy up to \$17,280 and 2 children simultaneously up to \$34,560 per family.	After 1 yr. of employment.
<b>Backup Care Days</b>	JHU partners with Bright Horizons to provide up to 10 days of backup care per year at a reduced rate that is based on the employee's salary.	Date of hire.
<b>Family &amp; Caregiving Programs</b>	Other family and caregiving programs such as lactation support, assistance with finding child care and elder care, etc. are available.	Date of hire.
<b>Live Near Your Work</b>	The JHU Live Near Your Work program offers grants of up to \$17,000 toward a down payment and closing costs associated with buying a house in designated Baltimore neighborhoods.	Date of hire.
<b>Well-being Programs</b>	JHU offers Well-being programs and services that can improve your physical, emotional, financial, and social well-being.	Date of hire.
<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. The first 6 in-person counseling sessions are free and don't require the use of insurance. LifeMart and Perks at Work employee discount programs. Cost: JHU paid.	Date of hire.

# Full-time Benefits – Unite Here Bargaining Unit Members

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Important Links	Internet Link	Phone
Benefits & Worklife	<a href="http://hr.jhu.edu/benefits-worklife">hr.jhu.edu/benefits-worklife</a>	410-516-2000
JH Employee Assistance Program	<a href="http://hr.jhu.edu/benefits-worklife/support-programs/">hr.jhu.edu/benefits-worklife/support-programs/</a>	888-978-1262
myLearning	<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.