Benefit Highlights for 2021

The Union of Concerned Scientists offers our employees a comprehensive array of benefits, services, and policies that are geared towards a work/life balance. Benefits-eligible staff receive the following benefits:

Paid Time Off
- Generous vacation accrual per year - 3 weeks (1st year), 4 weeks (2-10 years), 5 weeks (after 10 years).
- 12 or more paid holidays and 2 days of personal time per year.
- 10 sick days per year (and additional paid one month for FMLA-qualified leaves).
- 5-7 workdays of scheduled paid week off between Christmas and New Year’s Day holidays.
- Leases - family illness, bereavement, medical, maternity/paternity and adoption

Sit/Stand Desks
Ergonomic tools and support

Retirement – 403b Plan
- Retirement Contributions of 8% of salary on first of the month after one year / 100% vested.
- All staff may begin making contributions to the Supplemental Retirement Plan immediately.
- The investment vendor choices are: Fidelity Investments or TIAA-CREF.

Health and Dental Insurance
- UCS contributes 75% of plans’ premiums (HSA and HRA plans) with generous contributions to accounts. (Coverage, if elected, will begin first of the month following date of hire. Plans end on last day of the month of Termination)
- Dental Plan: Delta (Preferred Option USA Plus)
- Health Care Flexible Spending Account (pre-tax payments for qualified out-of-pocket health care expenses.)

Sick Days, Long Term Disability, Life and (AD&D) Insurance
- Sick Leave accrual: 10 days per year.
- UCS paid Life and AD&D Insurance: equal to 1 x annual salary.
- UCS paid Long Term Disability Insurance: 66 2/3 percent of salary up to $10,000 per month.
- UCS paid on-the-job Travel Accident Insurance: $200,000.

Various Training Opportunities
Including Yearly $1000 per staff for Professional Development

Commuter Benefit
Commuter transit plans available on a pre-tax basis.

Child Care/Elder Care
Dependent care Flexible Spending Account
For pre-tax payments for qualified childcare and/or elder care expenses

Pet Insurance
Reduced cost pet insurance

Employee Assistance Program
Free Counseling and benefits for you and your family and resources on personal and work-related issues.

Health and Fitness
Gym on site in some locations, various reduced fees with Fitness Centers. Fitness counseling via EAP.

Please note: This is a brief list of our plans and not a summary plan description, UCS always reserves the right to change our plans as permitted by law.