

[Union of Concerned Scientists

Benefit Highlights for 2019

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 days of scheduled paid week off between Christmas and New Year's Day holidays.
- Leaves - *family illness, bereavement, medical, maternity and adoption and paternity*

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 healthcare 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.

In-house Training (Various, including Project Management training, Racial Equity training, Supervisor Training for supervisors. \$1000 allotted per staff for outside opportunities.

Yearly \$1000 per staff for Professional Development

Commuter Pretax Benefit

Commuter transit plans available on a pre-tax basis.

Child Care/Elder Care

Dependent care Flexible Spending Account (pre-tax payments for qualified child care and/or elder care expenses).

Employee Assistance Program

Free Counseling for you and your family and resources on personal and work-related issues.

Health and Fitness

Reduced membership fees with Fitness Centers – see provider website and brochure. Fitness counseling via EAP.

Financial Services and Benefits

Direct deposit of paycheck and individual financial counseling through Employee Assistance Program and other vendors.