MAINE COMMUNITY COLLEGE SYSTEM
AFSCME UNIT
SUMMARY OF EMPLOYMENT BENEFITS

RETIREMENT: Mandatory membership in the Maine Public Employees Retirement System (Maine PERS) as a condition of employment; in lieu of Social Security, paid for by the MCCS. Employees contributes 1.15% of salary.

HEALTH INSURANCE: Full cost of employee coverage in the State of Maine health insurance plan paid by the MCCS; 60% of cost of family plan paid by MCCS, the remainder paid by employee.

DENTAL INSURANCE: Full cost of employee coverage in the State of Maine dental plan paid by the MCCS; family plan available on employee contributing basis.

LIFE INSURANCE: Group term life insurance through the Maine Public Employees Retirement System equal to the employee’s annual salary paid by the MCCS for the employee. Supplemental and dependent coverage may be purchased by employee.

VACATION: 0 thru 5th year 1 day per month
6th thru 10th year 1 1/4 days per month
11th thru 15th year 1 1/2 days per month
16th thru 20th year 1 3/4 days per month
More than 20 years 2 days per month
Advanced at the beginning of the fiscal year for employees who have completed one (1) year of employment

SICK LEAVE: One (1) day of sick leave per month.

HOLIDAY LEAVE: The MCCS provides twelve (12) paid holidays as follows:

- New Year's Day
- Martin Luther King Day
- President's Day
- Patriot's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday following Independence Day
- Thanksgiving Day
- Christmas Day

SECTION 125 PLAN: Pre-tax Health and Dental premiums; Health Care and Dependent Care Flexible Spending Accounts.

DEFERRED COMPENSATION PLAN: Available through payroll deduction

PROBATIONARY PERIOD: Employees shall serve a probationary period of up to six (6) months.

THIS IS A SUMMARY OF THE BENEFITS AFFORDED TO AFSCME EMPLOYEES IN ACCORDANCE WITH THE CURRENT BARGAINING CONTRACT. PLEASE CONSULT THE COLLECTIVE BARGAINING CONTRACT FOR FURTHER INFORMATION AND CLARIFICATION.

file: Summary of Bens AFSCME updated3/2011