

**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 MCCA. Employees contribute 1.15% of salary.
- HEALTH INSURANCE:** Full cost of employee coverage in the State of Maine health insurance plan paid by the MCCA; 60% of cost of family plan paid by MCCA, the remainder paid by employee.
- DENTAL INSURANCE:** Full cost of employee coverage in the State of Maine dental plan paid by the MCCA; 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 MCCA for the employee. Supplemental and dependent coverage may be purchased by employee.
- VACATION:**
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|---------------------|----------------------|
| 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 MCCA provides twelve (12) paid holidays as follows:
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|------------------------|------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| President's Day | Veteran's Day |
| Patriot's Day | Thanksgiving Day |
| Memorial 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.