

MAINE COMMUNITY COLLEGE SYSTEM
AFSCME UNIT
SUMMARY OF EMPLOYMENT BENEFITS
(All benefits will be pro-rated for part-time employees)

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. Employee contributes 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. Premiums will be pro-rated for part-time employees. Your insurance becomes effective the first of the month following one month of employment.

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. Premiums will be pro-rated for part-time employees. Your insurance becomes effective the first of the month following one month of employment.

VISION INSURANCE: Optional employee and dependent Vision Insurance available; all premiums paid by the employee. Your insurance becomes effective the first of the month following one month of employment.

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:	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:

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.