

ANDREWS UNIVERSITY

CLASS HF (35-40 Hours Per Week) - FULL TIME REGULAR HOURLY EMPLOYEES

This sheet is not intended to spell out all policies of the University; it is a brief overview of your benefits. Please refer to the *Employee Handbook* for details that apply to a Class HF. The benefits described are subject to a three-month qualifying period for employees who are new to denominational employment, or have a break of service. Benefits are subject to change without notice.

Definition: An individual working at least 35 hours per week totaling at least 1,820 hours per year in a regular job. "Regular" is defined as a job, which is regularly provided for in the University's budget and shows prospects of indefinite employment.

1. Wage Rate: Determined by job description.
2. Health Insurance:
 - A. For *you*: Eligible for medical, vision, and dental benefits.
 - B. For *your spouse*: Eligible only if he/she does not have access to health insurance through his/her employer. A written statement that your spouse does not have access to his/her employer's insurance is required.
 - C. For *your dependent children*: Eligible if they meet the eligibility requirement of the insurers. Due to PPACA (health reform law) effective July 1, 2011 qualifying young adults are eligible for coverage up to age 26. In order to be eligible for coverage the young adult must: be your child by birth, adoption or marriage. You may add your dependent to our plan at open enrollment or within 30 days of a qualifying event.
 - D. Or elect to opt out of the Andrews University's health plan; you will receive a monthly "opt-out" payment from the University.
3. Basic Life Insurance: The plan provides a life insurance policy paid to the beneficiary or estate. Andrews University pays the full premium for the life insurance. IRS requires coverage amount in excess of \$50,000 be subject to Social Security and Medicare tax implications. Maximum benefit provisions are:
 - Employee:* \$100,000
 - Spouse:* \$ 50,000
 - Child:* \$ 10,000
4. Tuition Benefits: Tuition assistance for *you*: free tuition up to 4 credits per semester through Master's level on qualified classes. Tax withholding is required on the tuition waiver above a calendar year limit of \$5,250 on graduate level courses.
Tuition assistance for *your spouse*: None
Tuition assistance for *your dependents*: www.andrews.edu/go/mybenefits
5. Paid Leave: Hours from your paid leave bank may be used for vacation, holiday, short-term illness, or personal time. Paid leave is accrued weekly based on hours worked up to 40 hours per week. Overtime does not accrue paid leave. The annual composition of the paid-leave bank for a 40-hour-per-week employee is:

During the first four years of service:	25 days = 10 vacation days
	9 official holidays
	6 sick days
During the next five years of service:	30 days = 15 vacation days
	9 official holidays
	6 sick days
After the ninth year of service:	35 days = 20 vacation days
	9 official holidays
	6 sick days

The hourly accrual rate for paid leave is as follows:

During the first four years of service:	0.0961538
During the next five year of service:	0.1153846
After the ninth year of service:	0.1346153

If you are required to work on holidays, you may take equivalent time off at another mutually acceptable time. Andrews University recognizes eight holidays, two of which are a day-and-a-half for a total of nine days annually. The holidays are:

1 New Year's Day

1 Independence Day

1 Martin Luther King's Birthday	1 Labor Day
1 President's Day	1 ½ Thanksgiving
1 Memorial Day	1 ½ Christmas

6. Funeral Leave: On a pro-rated basis according to your classification. You will be allowed funeral leave up to three paid days to attend the funeral of a member of the immediate family. Immediate family includes grandparents, parents, husband, wife, brother, sister, mother-in-law, father-in-law, and children, stepchildren, and grandchildren.
7. Long-Term Sick Leave: Sick leave accrues at the rate of .0153846 per hour worked up to 40 hours per week. The maximum that can be accumulated in this bank is 1,040 hours. Hospitalization from the first day of confinement, out-patient surgery performed in a hospital which requires a period for recovery, or starting with the fourth day of each illness may be charged to the bank.
8. Retirement Plan: You may be eligible for an employer match if a voluntary contribution is completed online. The employer's basic contribution is 5.0% and the employer's match percentage for fiscal years 2007 to 2011 can be viewed at http://www.andrews.edu/HR/ret_contribution.html.
9. Service Credits: One year of service credit shall be credited for each calendar year of at least 1,950 hours/year. You shall be eligible for proportionate credit if you work less than full-time (less than 1,950 hours/year) during a calendar year. Service of less than 1,000 hours during a calendar (January-December) year is not recognized for service credit.
10. Long-Term Disability: The University provides an insurance policy to replace a portion of lost wages due to a long-term disability. The benefits start after a 90-day elimination period is completed. Benefit provision is 66 2/3% of monthly earnings up to a maximum of \$4,000 per month. Some disabilities may not be covered or may have limited coverage under this plan.
11. Dining Services: You must display your employee ID card to receive 25% discount at the cafeteria. Food purchases may be charged to your ID card and will be automatically deducted from your paycheck.
12. Optional Insurance: Participation is optional in the Supplemental Life Insurance plan and the Accidental Death and Dismemberment Insurance plans, AFLAC products and the automobile and home insurance plans from Liberty Mutual Group. Insurance premiums may be paid through payroll deductions.
13. Flexible Spending: Flexible Spending Accounts allow you to set aside pre-taxed dollars from your salary through payroll deductions to pay for eligible out-of-pocket health and dependent care expenses.
14. Other Benefits: Your ID card is required to use the library free of charge, the swimming pool for a discounted fee, and health club membership reimbursement program. Once your vehicle is registered at the public safety department, please plan to park at designated areas on campus.

For any questions regarding your employee benefits, please contact the employee benefits office in the Human Resources department at 269-471-3886 or email benefits@andrews.edu

For online information on employee benefits, please visit the benefits website at www.andrews.edu/HR/benefits.html

For Andrews University Employee Benefits Management Website, please visit www.andrews.edu/go/mybenefits. Questions? Contact CBS at 866.365.2413 x.6208