Pro-Tech employees receive a comprehensive benefits package consistent with the terms of their Collective Bargaining Agreement. The following summarizes all of the benefits provided to Pro-Tech employees, except those benefits that are mandated by law. In the event there is a conflict between this summary and an insurance plan or the Collective Bargaining Agreement, the contents of the plan and/or CBA shall prevail.

**Calculation of Leave Banks**

During the first fiscal year of employment (if the employee does not begin work on July 1), the employee will receive a pro-rated number of vacation, sick, and personal days. Furthermore, credit will be given for the first month of employment provided the employee begins work on or before the 15th of the month. Employees hired on or after the 16th of the month receive no pro-ration for that month.

**Vacation**

All full-time employees shall accrue vacation monthly as follows:

**Accrual Amounts:**
- Less than 5 completed years of service – 6.67 hours per month (80 hours per year)
- Employees with 5 to 10 years of service – 10 hours per month (120 hours per year)
- Employees with 10+ years of service – 13.33 hours per month (160 hours per year)

Vacation will be posted on the 16th of each month. *(CBA: Article 11).*

At the end of the fiscal year, employees are eligible to carry over two (2) times their annual accrual amount. On July 1st, any time over the maximum accrual limit will be forfeited.

**Vacation Cash Out**

Once annually (per fiscal year) the employee may be paid for up to one half of his/her annual vacation allowance provided the employee’s vacation balance is sufficient to cover the payment. Employees may decide how to utilize such payments (for example, defer into a 403b or 457 accounts, take as cash, or place into HSA). This creation of this option is made consistent with the Health Benefits Task Force conversation regarding negotiations as a vehicle for addressing the needs of financially strapped employees in connection with required employee contributions to premium under PA 152. *(CBA: Article 11)*

**Sick and Emergency Leave**

Sick leave is a form of disability insurance that is designed to be used primarily for situations where a medical condition renders an employee unable to work. Employees are granted 12 sick days per year. The full allocation of 12 days is credited to the employee’s “bank” July 1 of each fiscal year. There is no ceiling or maximum accrual for sick leave.
Sick and Emergency Leave may be used for the following:

- Personal illness or injury of the employee
- Illness, injury or death of an immediate family member. Immediate family will mean: husband, wife, father, mother, step-parent, brother, step-brother, sister, step-sister, son, daughter, step-child, foster child, grandparent, grandchild, father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, uncle, aunt, nephew, niece, and first cousin, and next of kin in the event the employee has no living immediate family.
- Medically necessary appointments for the employee or an immediate family member.

You may be required to provide your supervisor with medical documentation sufficient to validate the use of sick leave for its intended purpose, i.e., that the medical condition prevents you from performing your duties. When returning to work from a personal illness or injury, you may be required to provide documentation that you are able to perform your job. (CBA: Article 11).

**Personal Business**

Employees receive five (5) personal business days per year. Time is granted on July 1 of each fiscal year and must be utilized during the fiscal year. Unused time is converted to sick and emergency leave time at the end of the fiscal year.

Personal business hours will convert to sick and emergency leave if an employee dies. If the employee is eligible for retirement (55 years of age and 10 years of service) at the time of his/her death, then these converted sick and emergency hours may be eligible for payment consistent with the procedure for payment of sick leave at the time of retirement. (CBA: Article 11)

**Paid Holidays**

Employees shall be paid for the following days when the day falls within a work week in which the employee is regularly assigned to work:

- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- New Years Day
- Martin Luther King Day
- Memorial Day

In addition to the holidays above, the College is normally closed for the period of time between Christmas Eve and New Years Day. The actual number of days off depends on the calendar for that year. (CBA: Article 11).

**Family and Medical Leave (FMLA)**

If an employee qualifies for FMLA, the leave will be administered according to the College’s FMLA policy.
Unpaid Leave of Absence

Unpaid leaves of absence may be approved at the discretion of the College. See your Collective Bargaining Agreement for more information. *(CBA: Article 12).*

Sick Leave Donations

See your Collective Bargaining Agreement for more information regarding the Sick Leave Donation program. *(CBA: Article 11).*

Benefit Effective Dates

Medical, vision, dental, life, and LTD insurance will begin the first of the month following the date of hire.

Medical Insurance

Employees may choose from one (1) of four (4) plan options through MESSA. The MESSA plans include: two (2) Traditional PPO plans (Choices 1 and 2) and two (2) High Deductible PPO plans (ABC 1 and 2). Employees can also contribute to a Health Savings Account if electing a High Deductible Health Plan.

Premium Contributions

As required under PA152 of 2011, employees may be required to pay a portion of the medical premium through bi-weekly payroll deductions.

See your HR Representative for current rates and accurate calculation of your premium contribution, if applicable.

Flexible Spending Accounts

Employees are eligible to participate in the College’s Flexible Spending Accounts. The Medical Spending Account allows you to use pretax dollars to pay for health expenses not covered by another source, as defined by the IRS. You can use the Dependent Care Spending Account to pay for dependent care expenses on a tax-free basis.

Health Savings Accounts

Employees that elect a High Deductible Health Plan are eligible to participate in a Health Savings Account. The Health Savings Account allows you to use pretax dollars to pay for health expenses not covered by another source, as defined by the IRS.

Cash in Lieu of Medical Insurance

Employees that are eligible to receive medical insurance benefits may elect to waive medical insurance coverage and receive $300 per month for every month they are considered eligible for insurance. The $300 a month is considered taxable income. *(CBA: Article 10).*

Dental
Effective July 1, 2015, the dental plan provides 100% coverage for preventative services and 80% coverage for specified services, including implants, up to a maximum of Two Thousand ($2,000) Dollars per calendar year per person, with the exception of orthodontic services which is a lifetime maximum of One Thousand Five Hundred ($1,500) Dollars for covered individuals up to age nineteen (19). The cost of the insurance is fully paid for by the College. (CBA: Article 10)

Vision

Effective July 1, 2015, the vision plan provides 100% coverage for in network exams, lenses and medically necessary contacts. In network frames are covered at $65 plus 20% off remaining balance. In network cosmetic contacts are covered at $125 plus 10% off remaining balance. The cost of the insurance is fully paid for by the College. (CBA: Article 10)

Disability Insurance

There is a 90 consecutive calendar day elimination period before disability benefits commence. Benefits are 2/3 of monthly gross salary payable during disability for a specified period of time. (CBA: Article 10).

Additional Employer Provided Disability Benefits

Full-time bargaining unit members who are unable to work due to disability or illness and who have been on an extended medical leave for a minimum of three (3) years are entitled to use the faculty/staff parking ramp, free course tuition for credit and non-credit courses at the College (with provision for waiver identical to active employees), use of the Mott College Library and inclusion on mailing lists related to activities at the College if requested by the employee.

Eligible dependents (as defined by the Internal Revenue Service) of bargaining unit members who meet the criteria above are eligible for free course tuition for credit and non-credit courses at the College (with provision for waiver identical to active employees). (CBA: Article 10).

Life Insurance

Employees are provided with a $35,000 life insurance policy and a $70,000 accidental death or dismemberment policy. (CBA: Article 10).

Supplemental Life and Disability Insurance:

Supplemental Life Insurance: Employees may purchase, at their expense and through payroll deduction, additional life insurance from the College vendor for life insurance. Terms and conditions of such supplemental life insurance are determined by the carrier.

Supplemental Disability Insurance: Employees may purchase, at their expense and through payroll deduction, additional disability insurance from AFLAC. Terms and conditions of such supplemental disability insurance are determined by AFLAC. The College neither endorses nor recommends this supplemental insurance.

Retirement
• Upon hire, employees may choose between a defined benefit and a defined contribution retirement plan (CBA: Article 13).

  o The Michigan Public School Employees Retirement System (MPSERS) offers several options depending upon your enrollment date. Health insurance benefits are currently available through MPSERS upon retirement.

  o The defined contribution plan, also known as the Optional Retirement Plan (ORP), provides for immediate vesting. This plan is administered by TIAA-CREF. The amount contributed to the ORP by the College is 10% for employees hired on or after January 1, 2003 and is variable, based on the MPSERS rate, for employees hired prior to January 1, 2003. There is no health insurance available through the Optional Retirement Plan upon retirement.

• Upon notification of intent to retire, an employee may choose to extend their employment with the College through the use of unused, accumulated vacation time.

• Terminal Leave Pay Out: See your Collective Bargaining Agreement for more information on Terminal Leave Pay Out. (CBA: Article 20).

**Employer Provided Retiree Benefits**

Unit members who retire from the College after the equivalent of ten (10) years of continuous full-time service and who meet the requirements for a regular or deferred retirement as outlined by MPSERS (including employees in the Optional Retirement System) shall receive the following employer provided benefits: use of the faculty/staff parking ramp, free course tuition for credit and non-credit courses at the College (with provision for reimbursement identical to active employees), use of the Mott Library, and inclusion on mailing lists related to activities at the College if requested by the retiree. Dependents (as defined by the Internal Revenue Service) of employees who satisfy the requirements of retirement are also eligible for free course tuition for credit and non-credit courses at the College (with provision for reimbursement identical to active employees). (CBA: Article 14)

**Deferred Compensation**

Employees may defer a portion of their salary into tax-sheltered long-term savings plans (403(b) and/or 457(b) programs). The College offers several investment options.

**Educational Grant Waiver**

Employees, their spouse and eligible dependent children (up to age 25 as defined by the Internal Revenue Code of the United States) may enroll in Mott Community College’s credit and non-credit courses at no cost. (CBA: Article 14).

**Related Service Fees:** The educational grant does not cover the cost of books or materials. A comprehensive list of service fees that are covered by the grant can be obtained from the Accounting Office or can be accessed through both the Accounting and Human Resources websites.
Verification of Status: In order to provide verification of employee and dependency status (for purposes of State of Michigan audit and college record keeping) the employee shall process the grant through the Office of Human Resources by completing an Educational Grant Waiver & Information form.

Repayment: The employee is responsible for any charges for which a student is liable if they, their spouse, or dependent does not complete a credit class with a passing grade or if the class is dropped. (A passing grade is 1.0 or above, Audit, or Satisfactory.) If a passing grade is not received by the end of the semester in which the credit class is taken or at the time grades are assigned, the appropriate charges will be applied.

The employee will also be responsible to repay any charges for non-credit courses under the same circumstances as if the employee were a paying customer. (For example, an employee registers for a Continuing Education class but never attends and does not drop before the deadline.)

Payment to the College by the employee shall be by automatic payroll deduction of equal amounts each pay period over a period of twelve (12) months. The College is specifically authorized to initiate payroll deductions once the charges have been recorded and the employee has been notified that the requirements of the Educational Grant have not been fulfilled. The employee may authorize a repayment period of less than twelve (12) months or may pay the full amount due in a single lump sum. If the repayment obligation has not been fulfilled at the time of the employee’s separation from employment, the College is authorized to deduct the full remaining obligation from the employee’s final paycheck. Any remaining balance will be pursued through the College’s normal accounts receivable and collections processes.

Professional Development

At the beginning of each fiscal year, $12,500 will be put into a professional development account to be used by all Pro-Tech employees. The account can be used for two different types of professional development; tuition reimbursement and conferences/workshops. Funds are distributed on a first come first serve basis. (CBA: Article 14).

1. Tuition reimbursement – Tuition reimbursement has a fund balance of $9,000. Full-time employees are eligible to receive up to a maximum of $750 per semester/term (not to exceed $1,500 per fiscal year). Reimbursement for less than full-time employees will be prorated based on each employee’s benefit eligibility factor at the time of the request for reimbursement.

2. Conferences and Workshops – Conferences/Workshops have a fund balance of $3,500. Full-time employees are eligible to receive up to a maximum of $750 per fiscal year. Reimbursement for less than full-time employees will be prorated based on each employee’s benefit eligibility factor at the time of the request for reimbursement.

Out-of-Class Pay

Employees who are temporarily assigned to duties of a higher classification may receive a temporary increase in pay while performing those duties. (CBA: Article 8)
**Longevity**

Employees receive a longevity payment each year in December as follows:

- After 10 years of continuous service to the college, a lump sum payment of five hundred dollars ($500.00) annually.
- After 15 years of continuous service to the college, a lump sum payment of six hundred dollars ($600.00) annually.
- After 20 years of continuous service to the college, a lump sum payment of seven hundred dollars ($700.00) annually.

Longevity payments are based on an employee’s years of service as of July 1 of the current fiscal year. Employees who do not have 10 years of service prior to July 1 will receive their initial payment in December of the following year (CBA: Article 8).

**Employee Assistance Program (EAP)**

Employees have an Employee Assistance Program available to them operated by Help Net. The Employee Assistance Program provides counseling to the employee and any household members at no cost to the employee for a variety of issues.

*For additional information, contact the Office of Human Resources at (810) 762-0565.*