



ELIGIBLE BENEFITS

BENEFIT	REGULAR EMPLOYEE* Long-Term Commitment ≥ 9 Months and ≥ 75% FTE	REGULAR PART-TIME EMPLOYEE* Long-Term Commitment Less than 75% FTE	FIXED TERM EMPLOYEE Limited-Time Commitment ≥ 9 Months and ≥ 75% FTE		TEMPORARY & CASUAL EMPLOYEE No Commitment · Less than 100%/9 mo faculty/staff · Less than 12 mo staff or · Less than 100% FTE
			Exempt	Non-Exempt	Non-Exempt
Health, Dental, & Vision Insurance	Yes	No	Yes	Yes	No
Wellness Programs	Yes	No	MTU Wellness 360 Incentive	MTU Wellness 360 Incentive	No
Life Insurance (includes employees and dependents)	Yes	No	No	No	No
Accidental Death & Dismemberment (optional)	Yes	No	No	No	No
Short Term Disability	Yes	No	No	No	No
Long Term Disability	Yes	No	No	No	No
Retirement	Yes (8.5% matching program)	Yes, 50% FTE or more (8.5% matching program)	No	No	No
Supplemental Retirement Annuity (403b and 457b)	Yes	Yes	Yes	Yes	Yes
Vacation	Staff – Yes Faculty / Coaches - No	Staff – Prorated Faculty / Coaches - No	No	No	No
Annual Leave	Staff - 9 mo. = 5 days 10 – 12 mo. = 6 days Dept Chair - 11 mo. = 7 days Faculty - No	Staff Prorated based on FTE Faculty - No	Staff 9 mo. = 5 days 10 – 12 mo. = 6 days Faculty - No	Staff 9 mo. = 5 days 10 – 12 mo. = 6 days Faculty - No	No

*Union employees should refer to their contracts for specific details of their benefits.



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			Exempt	Non-Exempt	Non-Exempt
Sick Leave	Yes	Prorated	9 mo. = 5 days 10 – 12 mo. = 6 days	9 mo. = 5 days 10 – 12 mo. = 6 days	No
Bereavement Leave (up to 3 days)	Yes	Yes – Prorated	No	No	No
Leave of Absence · informal 2 weeks · personal 1 year · professional 1 year · jury duty · military (reserve/active) · fire/rescue · sabbaticals/professional development · FMLA (if eligible) · Parental	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	Yes Yes Yes Yes Yes Yes Yes Yes Yes No	Yes No No Yes Yes No No Yes Yes	Yes No No Yes Yes No No Yes Yes	No No No No Yes No No No No No
Holidays	Yes	Prorated	Yes	Yes	No
Employee Educational Program	Yes	No	No	No	No
Tuition Reimbursement Incentive Program (TRIP)	Yes	No	No	No	No

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