

BENEFIT PACKAGE FOR CUSTODIAL EMPLOYEES

The benefits outlined below apply to full-time (40 hours/week, 52 weeks/year) custodial employees represented by the **Labor Association of Wisconsin, Inc., Local 722**. Benefits preceded by an asterisk (*) are prorated for employees working less than full-time. **For additional information, please contact the WITC Human Resources Office at 505 Pine Ridge Drive, Shell Lake, WI 54871 (telephone: 715/468-2815).**

***GROUP MEDICAL** Employee has choice of two medical plans. Benefits for these plans are the same; however, the plans differ in cost of premiums, co-insurance and maximum out-of-pocket benefit. Employees electing the Network medical plan choose between two plans: one offers a 85/15 co-insurance with 100% coverage after meeting deductible and 15% of \$5,000 of eligible expenses (single coverage - \$25/mo., single+1 - \$50/mo. and family coverage costs - \$60/mo.). The other plan offers a 80/20 co-insurance with 100% coverage after meeting deductible and 20% of \$10,000 of eligible expenses (single - \$12.00/mo., single+1 - \$18.00/mo., and family - \$22.00/mo.) Employees electing either of the Network Medical Plan receive a monthly cash credit from employer to a medical flexible spending account. All Plans are self-insured by WITC. All premiums are taken on a pre-tax basis. Premiums are pro-rated for employees working less than full-time, but at least half time (20 hours/week, 52 weeks/year). Employees not electing medical insurance coverage are eligible for \$150/mo. in lieu of medical insurance provided documentation of other coverage is on file in Human Resources.

***GROUP DENTAL** College pays monthly premium for single and family dental coverage under the Wisconsin Indianhead Technical College Group Dental Plan. Employees working less than 2080 hours per year will pay a pro-rated premium.

GROUP VISION Eligible employees have the option of participating in the group vision plan. Employee pays monthly premium for the vision coverage which is taken on a pre-tax basis the first paycheck of each month. The monthly premiums are single/\$6.95, employee + 1 /\$11.88, and family/\$17.37.

FLEXIBLE SPENDING ACCOUNT This is an optional program which allows employees to set aside a portion of their bi-weekly earnings before taxes to pay for dependent care and/or medically related expenses not otherwise covered by insurance (e.g. deductibles, co-insurance, etc). However, if the employee participates in the group medical plan, WITC contributes \$45 per month to the medical reimbursement flexible spending account plan for the employee.

GROUP TERM LIFE INSURANCE Employee death benefit equals 1.5 times contract salary to a maximum of \$50,000. Plan includes an Accidental Death & Dismemberment coverage as well as dependent coverage of \$5,000 for spouse, \$2,000 for dependent age 6 months to 19 years (age 25 if full-time student) and \$1,000 for dependent 14 days to 6 months. Premium is paid by the College.

LONG TERM DISABILITY If employee becomes totally disabled, he/she is covered under an Income Protection Program that pays up to 90% of annual earnings, when integrated with other income. Sixty (60) calendar day waiting period. Maximum salary \$60,000. Premium is paid by the College.

RETIREMENT Employee participates in the Wisconsin Retirement System. College pays both employer and employee contributions (11% combined for 2010).

***HOLIDAYS** Eligible employees will receive ten (10) paid holidays per year. These holidays are:

New Year's Eve Day	Labor Day
New Year's Day	Thanksgiving Day
Spring Holiday	Friday following Thanksgiving
Memorial Day	Winter Holiday (2 days)
Independence Day	

If a holiday falls on a weekend, the holiday is adjusted to the nearest Monday or Friday.

*VACATION	<u>10 Days (80 hrs)</u> Between July 1 of 1st full year and June 30 of 5th year	<u>15 Days (120 hrs)</u> Between July 1 of 5th full year and June 30 of 10th year	<u>20 Days (160 hrs)</u> Between July 1 of 10th full year and June 30th of 20th yr	25 days (200 hours) Between Jul 1 at 20 th full year and on
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For the first partial fiscal year of employment, a prorated amount will be awarded beginning with their hire date which is based on the number of hours that an individual will work in the fiscal year of their hire.

Vacation carryover is allowed for unused vacation past June 30 of the fiscal year, but must be used by August 15 of the next fiscal year or it will be lost.

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(Continued)

***SICK
LEAVE**

Ninety-six (96) hours of paid sick leave is awarded each fiscal year, cumulative to 960 hours. Up to 48 hours of sick time can be used each fiscal year for family illness as defined in the Union contract.

***PERSONAL
LEAVE**

Eight (8) hours of paid personal time is allotted each fiscal year for the employee to conduct personal business. This leave is non-cumulative and cannot be carried over.

***OTHER
LEAVE**

A variety of other leaves have also been negotiated and appear in the Custodian Union contract. These leaves include Bereavement Leave, Child rearing Leave, Professional Leave, Jury Duty, and other leaves as listed.