

**MAINE COMMUNITY COLLEGE SYSTEM
MSEA SUPPORT SERVICES
SUMMARY OF EMPLOYMENT BENEFITS
FOR FULL-TIME EMPLOYEES
(BENEFITS ARE PRO-RATED FOR PART-TIME EMPLOYEES)**

- RETIREMENT:** Mandatory membership in the Maine Public Employees Retirement System (MainePERS) as a condition of employment, in lieu of Social Security.
- 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 equal to the employee's annual salary paid by MCCA for the employee. Supplemental and dependent coverage may be purchased by employee.
- VACATION:**
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|---------------------|----------------------|
| 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.
- SICK LEAVE BANK:** Employees may contribute yearly to a Sick Leave bank, and may draw upon the bank in accordance with the guidelines in the bargaining contract.
- HOLIDAY LEAVE:** The MCCA provides twelve (12) paid holidays:
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|------------------------|------------------|
| 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 twelve (12) month probationary period.

THIS IS A SUMMARY OF THE BENEFITS AFFORDED TO MSEA SUPPORT EMPLOYEES IN ACCORDANCE WITH THE CURRENT BARGAINING CONTRACT. PLEASE CONSULT THE CONTRACT FOR FURTHER INFORMATION AND CLARIFICATION.