

# THE MICHIGAN DIFFERENCE

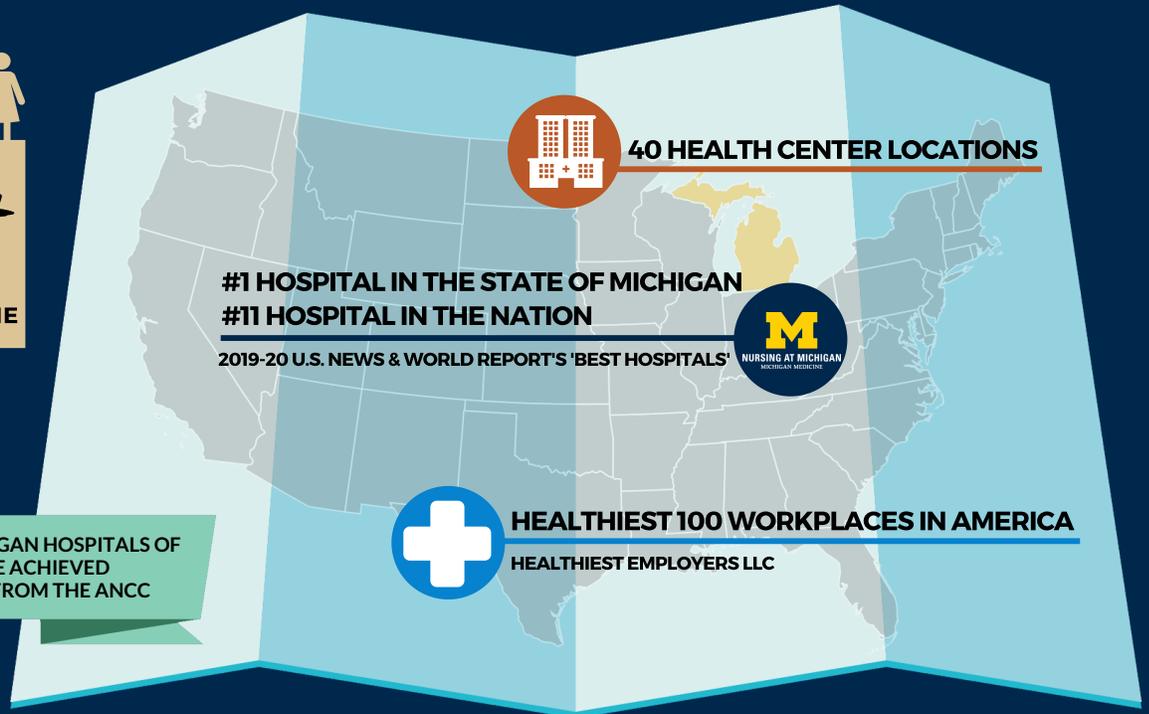
## NURSING LEADERSHIP BENEFITS AT A GLANCE



**5,900+**

**NURSES AT  
MICHIGAN MEDICINE**

THE UNIVERSITY OF MICHIGAN HOSPITALS OF MICHIGAN MEDICINE HAVE ACHIEVED MAGNET® RECOGNITION FROM THE ANCC



As one of America's premier academic medical centers, Michigan Medicine is world-renowned for the quality care we offer patients and their families. But we also make it a priority to care for the needs of the thousands of members of our employee family whose talents and dedication embody The Michigan Difference.

As a part of our total commitment to our employees, we are proud to offer an extraordinary selection of benefits, resources, and programs.

### TIME OFF ALLOWANCE

Full-time exempt employees hired after 7/1/15 will accrue PTO as follows:

0-4.9 years 16.0 hrs/mo 24 days/year 36 days max balance

5+ years 20.0 hrs/mo 30 days/year 45 days max balance

### UNIVERSITY OBSERVED HOLIDAYS

The following days are observed as holidays annually: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.

### RETIREMENT PLANS

Michigan Medicine provides incredible, tax-deferred retirement annuity plans featuring:

- o 100% employee vesting—All retirement savings plan contributions and earnings are vested immediately.
- o Investment support—Investments can be done with TIAA-CREF and Fidelity Investments

For all faculty/staff of Michigan Medicine, University contributions to the Basic Retirement Plan will be temporarily suspended from July 1, 2020 through June 30, 2021. Some exclusions may apply, check with your recruiter or hiring manager.\*\*

## FLEXIBLE BENEFITS OVERVIEW

An employee hired into a regular position with an appointment of at least 20 hours per week is eligible for full health insurance, vision, and dental benefits on the first day of employment.

### Health Plans

A selection of health plans to help you stay well and protect yourself and your family. Eligible employees and retirees can select from Comprehensive Major Medical, U-M Premier Care and Community Blue PPO.

### Dental Plan

Administered by Delta Dental of Michigan, choose from three dental plan options. All provide coverage for preventive care and orthodontic services.

### Vision Plan

Davis Vision, a national administrator of routine vision care programs, provides benefits under the Vision Plan.

### Prescription Drug Coverage

Michigan Medicine provides a Prescription Drug Plan, administered by Magellan RX, for everyone enrolled in a UM Health Plan.

### Expanded Long-Term Disability (LTD)

The LTD plan pays up to 65% of your covered pre-disability base salary when you become totally disabled. The plan also pays the cost to continue most of the benefits you have at the time of disability. Income benefits from the plan are coordinated with income from public programs, such as Social Security, up to the maximum benefits of 65% of covered annual base salary. You are able to enroll in this plan within 30 days of your service date.

### Flexible Spending Accounts (FSA)

Flexible Spending Accounts allow you to pay for out-of-pocket health care and dependent care expenses with pre-tax dollars. Your contributions are subtracted from your paycheck before taxes are calculated on your pay, so you save money. Contributions for FSAs do not reduce your pay for purposes of determining your life insurance, travel accident insurance, long-term disability, or retirement benefits provided by the University. There are two types of FSAs. You may participate in either or both:

1. Health Care FSA - covers eligible health care expenses for you and your eligible dependents.
2. Dependent Care FSA - covers eligible dependent daycare or elder care expenses so you can work or attend school full-time.

## LEGAL SERVICES PLAN

For a monthly premium, you can receive professional legal assistance with matters such as:

- o Wills and estate planning
- o Real estate matters
- o Family law matters
- o Debt defense
- o Defense of civil lawsuits
- o Document preparation
- o Identity theft defense

One of the most valuable features of the Legal Services Plan is that it covers telephone advice and office consultations, providing you guidance with a legal matter.

## WORK/LIFE RESOURCE CENTER & WELLNESS PROGRAMS

The Work/Life Resource Center offers resources for child care, elder/dependent care and any other assistance an employee may need in maintaining a healthy balance between work and personal responsibilities. See more information at [www.umich.edu/~hrra/worklife](http://www.umich.edu/~hrra/worklife).

As a leading health system, we recognize the need for healthy lifestyles in and out of your daily work environment. That's why we provide a variety of resources to keep you healthy, active, and in control of your overall well-being with our MHealthy program. See more information on this university-wide effort at [mhealthy.umich.edu](http://mhealthy.umich.edu).

## BUSINESS TRAVEL ACCIDENT INSURANCE & TRAVEL ASSISTANCE

### Travel Insurance

All active faculty and staff members traveling domestically and internationally while on official University of Michigan business (excluding everyday travel to and from work) are provided coverage for accidental death or permanent total disability. The University pays the full premium and you do not have to enroll in this coverage.

### Travel Assistance

In addition to business travel insurance, the travel assistance program from AXA Assistance USA, Inc. provides travel services to you and your family anytime you are 100 or more miles from home.

## PARKING PERMIT

Each employee is eligible to purchase a parking permit on the first day of employment. In order to purchase a permit, new employees should bring their driver's license plus cash or check. For more information: [ltp.umich.edu/parking/permit-parking](http://ltp.umich.edu/parking/permit-parking).

## LICENSURE REQUIREMENTS

Upon employment, each RN applicant must have a license to practice in the State of Michigan.

*\*\*These actions are a part of Michigan Medicine's economic recovery plan to address the financial implications of the COVID-19 pandemic.*

*\*For complete details on benefits, please visit: [hr.umich.edu/benefits-wellness](http://hr.umich.edu/benefits-wellness) or inquire with your recruiter or hiring manager.*



Nurse Recruitment and Retention [www.UMnursing.org](http://www.UMnursing.org)  
734-936-5183 • NurseRecruit\_UMHS@med.umich.edu