



**CSA ASSOCIATION, IEA-NEA  
(PAINTERS, GROUNDSKEEPERS,  
MECHANICS & CARPENTERS)**

**FULL TIME**

**SUMMARY OF BENEFITS**

## HEALTH INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
MEDICAL PPO	The cost is shared between the College and the employee	Upon employment	In accordance with the Plan Description(s). See <a href="#">Benefits Guide</a> .
MEDICAL HMO	The cost is shared between the College and the employee	Upon employment	In accordance with the Plan Description(s). See <a href="#">Benefits Guide</a> .

## DENTAL INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
DENTAL PPO	The cost is shared between the College and the employee	Upon employment	In accordance with the Plan Description(s). See <a href="#">Benefits Guide</a> .
DENTAL DMO	The cost is shared between the College and the employee	Upon employment	In accordance with the Plan Description(s). See <a href="#">Benefits Guide</a> .

## VISION INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
VISION	The cost is shared between the College and the employee	Upon employment	In accordance with the Plan Description(s). See <a href="#">Benefits Guide</a> .

## EMPLOYEE ASSISTANCE PROGRAM

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
EMPLOYEE ASSISTANCE PROGRAM	The College	Upon employment	<a href="#">Northwestern Medicine</a> provides services and referrals for employees and their covered dependents for problems related to individual, work, family, etc. Visit <a href="#">Northwestern Medicine EAP</a> for additional information or call (888) 933-1327 to schedule an appointment.

***Benefits are subject to change***

## LIFE INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
<b>BASIC LIFE INSURANCE AND ACCIDENTAL DEATH &amp; DISMEMBERMENT</b>	The College	Upon employment	The College provides a \$50,000 basic term life insurance policy.
<b>OPTIONAL LIFE INSURANCE AND ACCIDENTAL DEATH &amp; DISMEMBERMENT</b>	Employee	Upon employment	Additional insurance may be applied for. Please contact the Benefits Department in Human Resources for information.

## DISABILITY INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
<b>LONG TERM DISABILITY STATE UNIVERSITIES RETIREMENT SYSTEM (SURS)</b>	Included as part of the 8% contribution to SURS	The employee is eligible to receive this benefit after satisfying SURS requirements	As provided through <a href="#">SURS</a> .
<b>LONG TERM DISABILITY VOLUNTARY</b>	Employee	Upon employment	Pays up to 65% of gross monthly earnings after the greater of a 90-day elimination period or the end of accumulated sick leave. Offset with SURS.

## LONG TERM CARE INSURANCE

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
<b>LONG TERM CARE</b>	Employee	Upon employment	Employees can purchase Long Term Care insurance for themselves, spouse, parents, in-laws or grandparents. For plan options and details, visit <a href="#">LTC/Eldercare</a> .

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## VACATION

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
VACATION	The College	After the first 120 days of benefited employment	Vacation is accrued each payroll period based on time worked (up to 40 work hours per week) according to the years of service below. Maximum accumulation as of June 30 each year is limited to 20 days.

### VACATION FOR EMPLOYEES WITH CONTINUOUS BENEFITED SERVICE COMMENCING PRIOR TO 7/1/2012

YEARS OF COMPLETED SERVICE	VACATION DAYS PER YEAR
Initial benefited hire date to less than 5 years	13
5 years, but less than 10 years	18
10 years, but less than 15 years	23
15-16	24
17 or more	25

### VACATION FOR EMPLOYEES WITH CONTINUOUS BENEFITED SERVICE COMMENCING ON OR AFTER 7/1/2012

YEARS OF COMPLETED SERVICE	VACATION DAYS PER YEAR
Initial benefited hire date to less than 5 years	10
5 years, but less than 10 years	15
10 years or more	20

## HOLIDAYS

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
HOLIDAYS	The College	Upon employment  Floating holiday available after 120 days of benefited employment	13 holidays plus 1 floating: New Year's Eve Day, New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day & Friday after, Christmas Eve Day, Christmas Day, and 3 additional days between Christmas Day and New Year's Eve Day.

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## SICK LEAVE and EXTENDED LEAVES

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
<b>SICK LEAVE</b>	The College	Upon employment	16 workdays of sick leave per fiscal year. New employees receive 64 hours for the first 6 months (48 hours for 30 hour employees) with the balance available after 6 months. Maximum carryover is 300 days in addition to the current year accrual. Up to 8 days per year can be used for illness in immediate family. Immediate family is defined for the purpose of paid family leave as child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. Sick leave days are prorated for newly eligible employees. Please refer to <a href="#">GMPC Agreement</a> for specific information.
<b>HEALTH LEAVE BANK</b>	The College	6 months after enrollment	Health Leave Bank allows a match up to the employee's accumulated sick leave as of the beginning of the fiscal year (7/1) after paid leave is exhausted (maximum of 60 days). Refer to the Employee Portal ( <a href="#">insideCOD</a> ) for specific guidelines.
<b>(FMLA) FAMILY MEDICAL LEAVE ACT</b>	The College	After 1 year of employment and 1,250 or more hours worked in the year leave is requested	Up to 12 weeks of unpaid leave with benefits continued as an active employee per Board Policy 15-125. See Human Resources for information.
<b>PERSONAL LEAVE OF ABSENCE</b>	Employee	After 1 year of employment	Unpaid absence for personal or educational leave may be granted for up to 1 year without pay. Must apply in writing and receive prior approval. Medical/Dental coverage for self and dependents may be continued at employee's expense (current group rate) during leave.

## BEREAVEMENT

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
<b>BEREAVEMENT DAYS</b>	The College	Upon employment	Up to 5 bereavement days per incident for the death of an immediate family member. Immediate family is defined as parents, spouses, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons/daughters-in-law, aunts/uncles, nieces/nephews, unmarried partner/fiancé, step and half relatives that are specified within these familial relationships, any individual for whom employee has legal guardianship status. These are subtracted from sick leave. Please refer to the <a href="#">GMPC Agreement</a> for specific information. Up to 5 additional days may be allowed for the death of a child, or up to 6 weeks unpaid leave for the death of a second child. Employees may substitute accrued vacation for these days of unpaid leave.

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## RETIREMENT and SAVINGS

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
<b>SURS</b>	Employee contributes 8% of gross compensation	Upon employment	Employee is eligible to receive a retirement benefit after satisfying certain SURS age and length of service requirements. SURS will send the employee information.
<b>COLLEGE OF DUPAGE RETIREMENT BENEFITS</b>	The College	Upon completion of 10 years of benefited consecutive service with COD and SURS minimum requirement to receive retirement benefit	Benefit eligible retiree is reimbursed up to \$2200 for medical insurance premiums for the earlier of 5 years or age 65. \$10,000 paid life insurance policy for 5 years post-retirement. Retirees who were regularly scheduled to work 30 or more hours per week and their eligible dependents may take credit classes through the College, paying 1/2 of the in-district rate plus all fees.
<b>SURS/RETIREE HEALTH INSURANCE</b>	The Employee	Upon benefited employment	Mandatory .5% of gross deducted post-tax to offset SURS Health Insurance available at retirement.
<b>MEDICARE</b>	The Employee	Upon employment	Employees hired after 4/86 have 1.45% of gross compensation withheld for Medicare.
<b>DEFERRED COMPENSATION 403b &amp; 457 Plans</b>	Employee	Upon employment	Contributions are voluntary and made through payroll deductions. For plan options and details, visit the Plan Administrator website <a href="#">VALIC</a> .
<b>FLEXIBLE SPENDING ACCOUNT</b>	The Employee	Upon employment	The College offers Flexible Spending Accounts (pre-tax) for medical and dependent care expenses.

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## MISCELLANEOUS

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
JURY DUTY	The College	Upon employment	Employees continue to collect their regular salary while on jury duty, but not in addition to jury pay. Jury pay is turned into the Cashier's Office.
WITNESS DUTY	The College	Upon employment	Up to 2 days leave with pay may be granted for witness duty when subpoenaed for judicial proceedings. Any witness duty pay is turned into the Cashier's Office.
MILITARY SERVICE PHYSICAL EXAMS	The College	Upon employment	1 day leave with pay will be granted for a physical examination required for military duty.
MILITARY LEAVE	The cost is shared between the Employee and the College	Upon employment	When summoned for duty in a reserve unit, the College will pay the employee the difference between military pay and the College pay, not to exceed 10 days. After 10 days, leave without pay is granted.
FREE CHECK CASHING	The College	Upon employment	Employees may cash personal checks up to \$50 (at no charge) at the Cashiers Office. Must have employee ID.
DIRECT DEPOSIT	N/A	Upon employment	Employee paychecks are directly deposited into the employee's designated account. Complete the direct deposit form and attach a voided check or deposit ticket. Contact the Payroll Department for more information.
LIBRARY	The College	Upon employment	Use of the College Library requires an employee ID.
BOOKSTORE AND GREENHOUSE	The College	Upon employment	Employees receive a 10% discount at the campus bookstore and a 10% discount at the greenhouse with an employee ID.
ATHLETIC FACILITIES	The cost is shared between the Employee and the College	Upon employment	Employees receive discounted membership rates to the Chaparral Fitness Center in the Physical Education Building. Contact the Fitness Center for information.
EMPLOYEE DISCOUNT PROGRAM	The Employee	Upon employment	A detailed list of discounts available to employees is on <a href="#">insideCOD</a> .

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## EDUCATIONAL DEVELOPMENT and TUITION WAIVER

BENEFIT	WHO PAYS	ELIGIBILITY	BENEFITS RECEIVED
TUITION WAIVER	The cost is shared between the Employee and the College	Upon employment	Employees and their income tax dependents may take credit classes through the College with reduced tuition. Employees pay 1/3 of in-district rates plus all fees. Employees and dependents may register on or after the registration date for employees as published by the COD Registration Office. Prior to dependents registering, the Tuition Waiver Dependent Verification Form (available on <a href="#">insideCOD/Forms Library</a> ) must be completed each calendar year.
TUITION REIMBURSEMENT AND EDUCATIONAL/ PROFESSIONAL DEVELOPMENT	The College	After a 180 day probationary period	Up to \$1850 per fiscal year is available for tuition reimbursement with <b><i>prior approval</i></b> . Of the \$1850, up to \$500 of that may be used for professional dues (union dues are not eligible); up to \$240 may be used for health club membership; up to \$600 per year may be used to reimburse pre-approved travel related expenses. The Professional Development Form (available on <a href="#">insideCOD/Forms Library</a> ) must be completed.

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## BENEFITS DIRECTORY

Blue Cross Blue Shield of Illinois PPOs		<a href="#">Blue Cross Blue Shield of Illinois</a>
Customer Service	(800) 458-6024	<b>NOTE:</b>
Pre-Authorization Medical Pre-Authorization Mental Health/Substance Abuse	(800) 635-1928 (800) 851-7498	<b>THESE PHONE NUMBERS ARE</b>
Provider Locator	(800) 810-2583	<b>ON THE BACK OF YOUR</b>
24/7 Nurseline	(800) 299-0274	<b>BCBS CARD</b>
Pharmacy Program (Prime) Prime Mail Order Services	(877) 794-3574 (800) 423-1973	<a href="#">Prime Therapeutics</a>
Blue Cross Blue Shield & Blue Advantage HMO		<a href="#">Blue Cross Blue Shield of Illinois</a>
Customer Service	(800) 892-2803	<b>NOTE: THESE PHONE NUMBERS ARE ON THE BACK</b>
Substance Abuse	(800) 346-3986	<b>OF YOUR BCBS CARD</b>
Pharmacy Program (Prime) Prime Mail Order Services	(877) 794-3574 (800) 423-1973	<a href="#">Prime Therapeutics</a>
Delta Dental of Illinois PPO Delta Dental – DeltaCare HMO	(800) 323-1743 (800) 942-3772	<a href="#">Delta Dental</a>
Employee Assistance Program (EAP)	(888) 933-1327	<a href="#">Northwestern Medicine EAP</a> Employee Assistance Program
Flexible Spending/Health Savings Accounts	(800) 669-3539	<a href="#">Navia Benefits</a> Company Code: CDP
403b/457 Plans: VALIC	New enrollments: (888) 569-7055 Current participants: (800) 448-2542	<a href="#">VALIC</a>
Reliance Standard (Long term disability and life insurance)	(800) 351-7500	<a href="#">Reliance Standard</a>
Social Security Administration	(800) 772-1213	<a href="#">Social Security Administration</a>
State Universities Retirement System (SURS)	(800) 275-7877	<a href="#">SURS</a>
Long Term Care and Elder Care	(877) 485-2318	<a href="#">LTC/Eldercare</a>
Vision Service Plan	(800) 877-7195	<a href="#">VSP</a>

**Contact the Benefits Department with Questions:**

Phone: 630-942-3030

Email: [benefits@cod.edu](mailto:benefits@cod.edu)