



UTA BARGAINING UNIT EMPLOYEE BENEFITS

Health Insurance includes medical (SelectHealth SelectMed Plus or Altius), dental (Educator's Mutual) and vision coverage. The effective date will be the first day of the month following 30 days of employment as an eligible employee. Specific costs for Medical, Dental and Vision are as follows:

Coverage Type	Monthly Cost
Single	\$44.05 + LTD
Two-Party	\$82.36 + LTD
Family	\$105.37 + LTD

Life & Accidental Death & Dismemberment Insurance coverage is provided in the following amounts.

	<u>Basic Life</u>	<u>AD&D</u>
Employee	\$20,000	\$20,000
Eligible Dependent(s)	\$1,000	-0-

Voluntary Life Insurance Additional term life coverage up to \$400,000 for you, \$250,000 for your spouse and \$10,000 for dependent children. This benefit is paid by the employee through payroll deductions. Premiums are based on age and smoking status.

Short-Term disability will be provided to eligible UTA employee's who have a qualifying disability with a benefit of \$300 per week for a maximum of 13 weeks, after meeting a 30 day waiting period and use of all accrued Personal Time. Premiums are paid by the employee at a cost of \$12.76/month.

Long-Term disability will provide an eligible employee income protection of 50% of earnings for a maximum of 2 years should a qualifying disability extend beyond the 13 weeks allowed under the Short-Term Disability plan. Premiums are paid by the employee at a cost of \$0.37 per \$100 of earnings.

Pension: You automatically become a member of the Pension Plan following six (6) months of full-time service, and you are vested after five (5) years of eligible service.

Deferred Compensation (457) Plan: You may choose to participate in UTA's Deferred Compensation Plan after one (1) year of employment. Participants receive a Retirement Savings Incentive Bonus of \$2.00 for every \$3.00 deferred up to a maximum of 2% of your annual compensation.

Vacation:	<u>Length of Service</u>	<u>Vacation weeks accrued</u>
	First Year of Service	1 week
	2 nd Year of Service	2 weeks
	7th Year of Service	3 weeks

14th Year of Service	4 weeks
25th Year of Service	5 weeks

Holidays: You receive eight paid holidays, which include New Year's Day, President's Day, Memorial Day, Independence Day, Pioneer Day, Labor Day, Thanksgiving Day, and Christmas Day.

Personal Time is accrued at a rate of 7.33 hours per month. Of those 7.33 hours, 6 hours accrue into your Personal Time Account and 1.33 hours are converted and paid into a Retiree Medical Account. An employee who has completed one year of service may use Personal Time as it accrues. An employee who has not completed one year of service may use up to 16 hours of accrued Personal Time in the first year of service. Accrued Personal Time may be used for any purpose, including an advanced election to contribute all or a portion of the accrual into the Retiree Medical Account, subject to the limitations set forth in the Collective Bargaining Agreement.

Retiree Medical Account: An account will be set up for you for the purpose of accumulating funds to be used for reimbursement of your medical expenses in retirement. The funds in this account can only be used for medical expenses. The account will be 100% vested upon the completion of five (5) years of service. The advantage of this account is that the funds will not be taxed upon contribution or use.

Medical and Dependent Care Flexible Spending Accounts: Flexible spending accounts that provide tax savings to the employee for medical and dependent care expenses are available. Employees who have full-time child care expenses and participate in Dependent Care Flexible Spending can receive up to \$600 a year from UTA toward child care.

Free UTA Transit Passes: The UTA photo identification card serves as your transit pass. You may apply for free transit passes for your eligible dependents, which are valid for both bus and rail.

Uniforms are furnished and laundered weekly at no cost, if you are hired into a Maintenance job. Bus Operators are given an allowance toward uniform purchases. UTA will also provide protective clothing for steam cleaners, and raincoats for those working outdoors during inclement weather. UTA will provide you with a locker for these items.

Educational Assistance: After you have completed your 105 working shift probationary period, you are eligible to participate in educational programs which will benefit both you and UTA. You will be reimbursed 100% of tuition following successful completion of authorized educational courses up to \$1,000 per year, plus 50% of the amount over \$1,000 in a calendar year. Courses should be related to your job or to business management in transit.

Safety Glasses: UTA will pay 50% of the cost of prescription safety glasses bought from the approved company for employees in mechanic classifications.

Tool Reimbursement is available for eligible mechanic classifications.

Wellness Program: Your good health is important to UTA. UTA offers an extensive health and wellness program, called PACE – Participation, Activity, Commitment, Evaluation. Employees can earn up to \$250 a year participating in a variety of health and wellness activities offered through the PACE program. The money earned by participating in the PACE program is placed in a Health Reimbursement Account and is then available to reimburse you should you incur health related expenses that qualify under Section 125 of the Internal Revenue Code. You begin by completing a Health Risk Appraisal, and earn your first \$50. Once a year, free health testing is offered. You can earn up to a \$100 each year by participating in all four areas of the fitness testing – cholesterol check, cardiovascular fitness, body fat percentage and blood pressure. You are also encouraged to participate in the various health and wellness activities offered throughout the year and continue to earn bonus money for your health reimbursement account. Physical fitness facilities are available at all UTA divisions. These facilities include exercise equipment that you and your spouse may use at no cost.

Job Advancement: Announcements for all openings are posted on designated bulleting boards at each facility and on UTA's intranet.

Pay Days: You will be paid on a biweekly basis.

Direct Deposit of payroll checks is available to all employees at no charge. Pay can be deposited directly to most banks, savings and loan, or credit union accounts.