



## **American Federation of State, County, and Municipal Employees (AFSCME) Local 345**

Employees who work less than 30 hours per week are eligible to participate in the Employee Assistance Program (EAP) and Retirement/Pension benefits effective the date of hire. The employee assistance program is a calendar year (January 1 through December 31). Pension/retirement, sick bank, bereavement, personal business, days off with pay and holidays are academic year benefits (July 1 through June 30).

Following is a listing of benefits for employees who work less than 30 hours per week. More detailed information pertaining to all benefits offered to DPSCD employees is located on our website <http://detroitk12.org/benefits>.

**Benefit Group:** Food Service Worker (PT)

### **Employee Assistance Program** (many services 100% DPSCD paid)

Ulliance Life Advisor Employee Assistance Program assists with the following:

- Counseling
- Coaching
- Crisis Intervention
- Community Resources
- Financial or Legal Referrals

**Sick Leave Eligibility:** One calendar year of service and 1,250 hours worked in the past 12 months. Illness leaves governed by Family Medical Leave Act (FMLA) of 1993.

**Personal Business:** Up to 2 days (taken from sick bank)

**Bereavement:** Up to 5 days (taken from sick bank)

**Days Off with Pay:** 11.5 days (to be used during unpaid break periods)

### **Compensated Holidays:**

<b>Holiday</b>	<b>Dates</b>	<b>No. of Days</b>
Labor Day	See Academic Calendar for specific dates	1
Thanksgiving		3
Christmas Day		1
New Year's Day		1
M.L. King Day		1
Good Friday		1
Memorial Day		1



## **American Federation of State, County, and Municipal Employees (AFSCME) Local 345**

### **Retirement (Member of the Michigan Public School Retirement System)**

Employees who are currently or previously enrolled in the Michigan Public School Retirement System is automatically re-enrolled in the same plan. Employees who have never worked in a Michigan Public School System will be enrolled into the Defined Contribution (DC) or the Pension Plus 2 plan depending upon their election. Contributions will automatically begin on your **first day** of work as described below.

- **Defined Contribution Plan** (tax deferred retirement investment account)
  - Savings Component
    - Employee contribution to retirement investment account – 3%
    - DPSCD 100% contribution match to retirement investment account – up to 3%
    - DPSCD mandatory contribution – 4%
    - Employee contribution to retirement Personal Healthcare Fund – 2%
    - DPSCD 100% match to retirement Personal Healthcare Fund – up to 2%
- **Pension Plus 2 Plan** (pension component with a savings component)
  - Savings Component
    - Employee contribution to retirement investment account – 2%
    - DPSCD 50% contribution match to retirement investment account – up to 1%
    - Employee contribution to retirement Personal Healthcare Fund – 2%
    - DPSCD 100% match to retirement Personal Healthcare Fund – up to 2%
  - Pension
    - Employee contribution to pension – 6.2%
  - DPSCD contribution to pension – 6.2%

### **Tax Deferred Annuity (403b and 457)**

- The Omni Group