

Unclassified Administrative, Research and Clinical Associate Employee Benefits Summary



This document reflects benefits offered to new employees as of November 11th, 2021. Benefits for employees hired prior may differ. Refer to O2 for complete details.

BENEFIT TYPE	WHO IS ELIGIBLE	WHEN ELIGIBLE	BENEFIT	PAID BY
Paid Time Off	Regular employees working at least .5 FTE in an eligible position.	Accrual begins at time of employment. Benefit is available for use immediately after accrual.	For full-time positions, 208 hours per year; prorated for part-time. Maximum PTO balance allowed is 575 hours.	OHSU
Extended Illness Bank	Regular employees working at least .5 FTE in an eligible position.	Accrual begins at time of employment. Benefit is available following use of 40 hours of PTO annually for illness and other qualifying reasons.	For full-time positions, 64 hours per year; prorated for part-time. No maximum balance.	OHSU
Sick Leave	All employees working up to .49 FTE, those who participate in PERS Tier 1 or 2 accrue sick leave	Accrual begins at time of employment. Benefit is available for use immediately after accrual.	For any position up to .49 FTE, 1 hour for every 30 hours worked, up to a maximum of 56 hours per year. No maximum balance. Full-time unclassified administrative, research and faculty employees that are participating in PERS Tier 1 and Tier 2 will continue to accrue the equivalent of 3.7 hours of sick leave per bi-weekly pay period (96 hours per year, pro-rated for employees at .50 FTE or more).	OHSU
Paid Parental Leave	Regular employees working at least .5 FTE in an eligible position.	After completing the greater of one year or 2080 hours of service.	Three weeks of leave, paid at 100 percent of eligible earnings, following the birth or adoption of a child. Runs concurrent with leave under FMLA/OFLA, Washington Paid Family Medical Leave, Oregon Paid Family Leave and other state protected leaves as applicable.	OHSU
Holidays	All regular employees.	Immediately.	Nine paid holidays per year.	OHSU
Other Leave	Varies.	Varies.	Includes leave provisions for jury duty, military service, FMLA, OFLA, Washington Paid Family & Medical leave, other federal and state leaves as applicable, FMLA, bereavement, and other reasons. Refer to OHSU policies for details.	OHSU/ Employee
Medical, Dental and Vision Insurance	Regular employees working at least .5 FTE in an eligible position.	First of the month following date of hire.	Each medical plan includes prescription benefits; choice between three dental plans and two vision plans. Medical plan options include a high-deductible plan with a Health Savings Account.	OHSU/ Employee
Other Insurance	Regular employees working at least .5 FTE in an eligible position.	First of the month following date of hire.	\$25K of term life insurance provided at no cost to the employee. Other options include spouse life insurance (including dependent life), short and long term disability,	OHSU/ Employee

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			accidental death and dismemberment insurance, hospital indemnity, critical illness, ID theft protection, home and auto, trauma coverage and legal coverage.	
Flexible Spending Accounts	Regular employees working at least .5 FTE in an eligible position.	First of the month following date of hire.	The use of pre-tax dollars for eligible health care expenses (up to \$2,750 per year) and eligible childcare expenses (up to \$5,000 per year, per family).	Employee
Health Savings Account	Employees enrolled in the High-Deductible with HSA medical plan.	First of the month following date of hire.	The use of pre-tax dollars to pay for qualified medical expenses. OHSU contributes \$500 per year for employee-only coverage or \$1,000 per year for family coverage, funded each bi-weekly pay period. Employee has option to contribute directly through payroll deductions.	OHSU/ Employee
Employee Assistance Program	Regular employees working at least .5 FTE in an eligible position.	Immediately.	Confidential counseling and referral services for employee and immediate family members.	OHSU
Alternative Transportation	All employees.	Immediately.	Discount on Tri-Met and C-TRAN passes.	OHSU/ Employee
Education Assistance	Regular employees working at least .5 FTE in an eligible position.	Immediately.	A \$50 reimbursement for each undergraduate credit hour and a \$150 reimbursement for each graduate credit hour for up to 4 credit hours (0.5-0.74 FTE) or 8 credit hours (0.75 – 1.0 FTE) per term at Oregon University System schools, participating community colleges and select programs at OHSU.	OHSU/ Employee
Retirement				
Choice between the Oregon Public Service Retirement Plan (OPSRP) or 401(a) University Pension Plan (UPP)	Employees who have worked at least three months (401(a) UPP) and six months (PERS OPSRP) in a qualifying position requiring 600 hours per year.	OPSRP: The month following six full calendar months of employment in a qualifying position. 401(a) UPP: The month following three full calendar months of employment in a qualifying position.	OPSRP: A 6% employee-paid pre-tax contribution with immediate vesting (IAP/EPISA), plus a pension benefit paid by OHSU that is 100% vested after five years working 600 hours, or age 65 while employed. Employee may make additional 0.75% IAP after-tax contribution. 401(a) UPP: A 6% OHSU-paid pre-tax contribution that is 100% vested after three years of service, or age 50 while employed. Invested through Fidelity Investments.	OHSU/ Employee OHSU
403(b)	All employees.	Immediately.	Salary reduction to supplement retirement income on a pre-tax and/or post-tax basis. If enrolled in the 401(a) UPP, a 6% contribution guarantees the maximum Employer match below. May change contribution or opt out at any time.	Employee

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403(b) Employer Match	Employees enrolled in the 401(a) UPP.	Upon enrollment in the 401(a) UPP.	25% up to 1.5% upon 401(a) UPP enrollment 50% up to 3.0% after 3 years of service 75% up to 4.5% after 5 years of service 100% up to 6% after 7 years of service 100% vested immediately.	OHSU
457(b)	All employees.	Immediately.	Salary reduction to supplement retirement income on a pre-tax and/or post-tax basis. Invested through Fidelity Investments.	Employee