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**BENEFIT SHEET**  
**SEIU – FOOD SERVICE**  
HUMAN RESOURCES  
SCHOOL DISTRICT U-46

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<b>ELIGIBILITY</b>	All members of the bargaining unit as of June 30,2024, who work six (6) hours per day or more and thirty (30) hours per week or more and six (6) months of the year will be included in the health insurance program underwritten by the Board of Education. .
<b>WAITING PERIOD</b>	First day of the month after 60 working days
<b>HOLIDAYS</b>	Labor Day, Columbus Day/Indigenous People's Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Day, Martin Luther King Day, February Holiday*, Spring Holiday**. Memorial Day will be a paid holiday only if part of the student attendance calendar. Juneteenth will be a paid holiday for summer staff when it falls within the student summer calendar.
<b>PERSONAL DAYS</b>	Full-Time – 3 days Part-Time – 2 days Unused days will convert to sick days at the end of school year and may accumulate up to 240 days of service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
<b>SICK DAYS</b>	10 days - unused sick days may accumulate for service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
<b>BEREAVEMENT DAYS</b>	3 days; for death of immediate family defined as parent, spouse, sibling, child, grandparent, grandchild, comparable in-laws, step-family members and those over whom the employee has legal guardianship or relatives of the employee's immediate household.
<b>HEALTH INSURANCE</b>	Choice of three PPO plans administered by United Healthcare: A traditional PPO and two high deductible health plans (HDHP) with health savings account (HSA). Those electing a HDHP plan may make their own contributions to their HSA and will also receive an employer contribution. Employees pay 15% of the total premium.
<b>VISION INSURANCE</b>	Voluntary vision plan with EyeMed Vision Care for employee and dependents.
<b>DENTAL INSURANCE</b>	PPO plan administered by United Healthcare. Single coverage paid by the District. Family coverage is also available at full cost.
<b>LIFE INSURANCE</b>	District provides \$40,000 of paid term life insurance for full-time

members who work six (6) hours per day or more and thirty (30) hours per week or more and six (6) months of the year. Additional supplemental life insurance may be purchased via payroll deduction for employees, spouses and dependent children. Basic and Supplemental amounts cannot exceed a combined maximum of five (5) times earnings.

**DEPENDENT CARE ACCOUNT**

United Health Care Dependent (Child or Elder) Care Account. The School District U-46 Board of Education provides a Section 125 Plan. Allows employees to use “before tax” dollars to pay for dependent day care for your child or adult dependent, so you are able to work.

**PENSION**

Illinois Municipal Retirement Fund (IMRF)  
Enrollment in IMRF is mandatory for employees working 600+ hours per year.  
1-800-ASK-IMRF (1-800-275-4673)  
<https://www.imrf.org>

**DISABILITY**

Administered through IMRF – employees are eligible after 12 consecutive months of IMRF service credit.

**UNIFORMS**

Uniforms provided - see contract for details. \$100 annual reimbursement for leather non-skid shoes, \$125 for black, dark gray, or navy blue pants (no denim).

**DIRECT DEPOSIT**

Direct Deposit of your paycheck to the financial institution of your choice. Financial Service/Payroll phone number: 847-888-5000 extension 5021

*For additional information on these benefits, please refer to the applicable collective bargaining agreement.*