Benefits – Full-Time Faculty

What:

MATC offers a full range of employee benefits. You will want to familiarize yourself with available options so that you can choose what will best fit your needs.

Health Insurance — Milwaukee Area Technical College’s group health insurance program offers employees the choice of three health care plans. HUMANA/Choicecare is a Preferred Provider Organization (PPO) and Humana Advantage are Health Maintenance Organizations (HMO’s) which specialize in a comprehensive approach to health care. **The premiums for all three health plans are paid by MATC.** All are effective after 30 days of employment.

Dental Insurance — Milwaukee Area Technical College’s group dental program offers employees the choice of two dental plans. The policy through HUMANA/Employers Health Insurance Corporation (EHI) is a traditional dental plan. Care-Plus Benefit Plan, Inc. is a dental maintenance organization. Both are fully paid by the college for single coverage and the employee is required to pay $6 ($7.20 is deducted from 10 checks per school year) per month for family coverage. This insurance becomes effective following 30 days of employment.

Life Insurance — Milwaukee Area Technical College’s group life insurance policy through MetLife is fully paid for by the college. This insurance becomes effective after six months of employment, and is in the amount of annual salary to the next higher $1,000.

Disability Benefits — Milwaukee Area Technical College’s group long-term disability insurance policy through Madison National Life is fully paid for by the College. This insurance is designed to protect you against loss of income in the event you become totally disabled from work. Coverage is effective after 30 days.

Pension — Regular employees of Milwaukee Area Technical College become members of the Wisconsin Retirement System as of the day of employment. The college currently pays the entire cost of participation, which is based upon a percentage of salary. (The percent is currently 10.4% of salary.)

Sick Leave — Milwaukee Area Technical College offers its employees a generous sick leave plan (15 days per year). Sick leave may be used immediately.

Additional benefits include sabbatical leave, Employee Assistance Program, flexible benefit plan, credit union participation, tax deferred annuity options, and the option to buy savings bonds through payroll deduction. For additional information, please see the full-time faculty union agreement.

How: Information regarding benefits is available through Human Resources. You will be contacted by Human Resources for enrollment and information about your benefit plans.
Benefits – Part-Time Faculty

What:

MATC offers a full range of employee benefits. You will want to familiarize yourself with available options so that you can choose what will best fit your needs.

As a part-time instructor, you are eligible for matching Social Security contributions and worker’s compensation that provide benefits for medical expenses and loss of income as a result of injury incurred while at work. You are also eligible for pension contributions to the Wisconsin Retirement System if you are employed for at least one year and work 440 hours (or more) in a 12-month period.

**Health Insurance** — You are eligible to purchase health insurance during open enrollment. There are special provisions regarding pre-existing conditions. Please refer to your labor contract for this important information. To receive a copy of the labor contract, call the Local 212 AFT Office at (414) 765-0910.

MATC pays 40% of the cost of a single premium, whether single or family coverage is elected.

**Dental Insurance** — You are eligible during open enrollment. The employee pays the full cost of the premium.

**Pension** — MATC pays the full contribution to the Wisconsin Retirement System (WRS) if qualified under the rules of the System. (An employee must work 440 hours in a 12-month period.) Human Resources will notify you by letter if and when you qualify for this benefit.

**Sick Leave** — You will receive sick leave hours at the end of each semester, which may be used for personal illness or compelling personal reasons. Please see the current labor contract for details.

**Life Insurance, Accidental Death and Dismemberment** — $10,000 benefit. Premiums are paid for all eligible employees. Accidental death — principal sum doubled; Dismemberment — according to the schedule.

**Section 403b Tax-Deferred Investments** — You may invest a portion of your salary on a pre-tax basis in a number of securities, as offered through six different companies. It is your responsibility to ensure that you do not exceed the total amount allowed for this benefit under IRS regulations.

Additional information regarding benefits can be found on the pages indicated in the index of the part-time faculty union agreement.

How:

Information regarding benefits is available through Human Resources. You will be contacted by Human Resources for enrollment and information about your benefit plans.
## Benefits – Who to Contact

**Where:** (Milwaukee Campus)

<table>
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<tr>
<th>Benefits</th>
<th>Rm M254</th>
<th>Ext. 76504</th>
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<tr>
<td>Health And Dental Insurance</td>
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<td>Tax-Deferred Investments</td>
<td>Rm M254</td>
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<tr>
<td>Wisconsin Retirement System</td>
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<td>(414) 227-4294</td>
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<tr>
<td>Life Insurance, Accidental Death And Dismemberment</td>
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