

Human Resources

Advantages of Working for UNMC

Advantages	Eligibility
Orientation	Half-day new employee orientation; online new employee information available prior to day-one.
Vacation	Immediately as accrued. Separate from Sick Leave. Vacation accrual based on years of employment. Managerial/Professional – up to 24 days/year. Office/Service – up to 25 days/year.
Holidays	Immediately as accrued. UNMC recognizes 7 traditional holidays, where non-essential business operations are closed (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day After Thanksgiving, and Christmas). UNMC recognizes 5 floating holidays (President's Day, Arbor Day, Juneteenth, Columbus Day & Veteran's Day) and 1 banked holiday (Martin Luther King Jr. Day), during which UNMC operations are open; employees may use these days on or after the date they are observed, with supervisory approval.
Sick Leave	Immediately as accrued. Accrued cumulatively for up to 1,440 hours for Office/Service employees. Managerial/Professional – after 2 years employment, restored annually to 1,040 sick leave hours. May include eligibility for Crisis Leave.
Family Leave	All regular Academic/Administrative, Managerial/Professional, and Office/Service employees with an FTE of .50 or greater are eligible their first day of hire. All other employees, including temporary employees and graduate students, are eligible when they have worked for UNMC for at least 1,250 hours over the previous 12 months.
Education Assistance	Tuition Remission for Regular, Full-Time Employees & their eligible dependents.
Employee Assistance Program (EAP) with Arbor Family Counseling	Upon Employment. Five free sessions per employee or family member per incident per year.
Health, Dental, & Vision Insurance	First of the month or first working day of the month following hire date.
Life Insurance	First of the month or first working day of the month following hire date.
Long Term Disability (LTD)	First of the month or first working day of the month following hire date.
Long Term Care (LTC)	First of the month or first working day of the month following hire date.
Flexible Spending Accounts (FSA) – Health & Dependent Care	First of the month or first working day of the month following hire date.
Health Savings Account (HSA)	First of the month following hire date.
Retirement Plan - Basic 401(a)	See policy for age, eligibility, & mandatory requirement.

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Retirement Plans - Supplemental 403(b) & Deferred Compensation 457(b)	First of the month following hire date.
Child Care Center	Upon Employment
Fitness Center (Center for Healthy Living) Membership as well as participation in intramural leagues/special events.	Upon Employment
Wellness Programs: Wellness & Preventative Services, Fitness Programs, etc.	Upon Employment
Professional Development	Re-Imagining U – Employee development program currently offers over 40 different courses to all employees at no additional cost. Classes are taken during working hours with manager approval.
Discount Program	Upon Employment. This program is intended to provide employees with access to a variety of products and services at reduced rates.
Ice Rink	Upon Employment. The UNMC Ice Rink is located between 40 th and 42 nd streets and Dewey and Emile streets.
Influenza Vaccinations	Upon Employment. Free to employees.
COVID-19 Vaccinations & Boosters	Upon Employment. Free to employees.
Appreciation Programs (Awards)	Upon Employment. Gold 'U', Silver 'U', Service Awards, People Are Everything, etc.
Cafeteria	On-site
Cultural Activities	Upon Employment. Free admission to Durham Western Heritage Museum, Joslyn Museum, etc. On campus cultural events.

For complete benefits information please visit: www.nebraska.edu/faculty-and-staff

**Part-time employees receive prorated benefits. Health & Dental insurance, Life, Disability, Flexible Spending, Health Savings, Retirement Plans; as well as family leave plans are only available for employees who are hired at .50 FTE or greater.