

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. Includes seven traditional holidays and five floating/banked holidays.
Sick Leave	Immediately as accrued. Accrued cumulatively for up to 1,440 hours for Office & Service employees - 1/4 payable at retirement. Managerial/ Professional - after 2 years employment, restored annually to 1040 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. Also eligible are all other employees, including temporary employees and graduate students, who have worked for UNMC for at least 1,250 hours over the previous 12
Education Assistance	Regular, Full-Time Employees Only Spouse & Dependent
Employee Assistance Program (EAP) with Arbor Family Counseling	Upon Employment. Five free sessions per employee and family members per incident per year.
Health, Dental & Vision Insurance	First of the month, or first working day of month following hire date.
Life Insurance	First of the month, or first working day of month following hire date.
Long Term Disability	First of the month, or first working day of month following hire date.
Long Term Care	First of the month, or first working day of month following hire date.
Flexible Spending Accounts (FSA)	First of the month, or first working day of month following hire date.
Retirement Plans: Basic, 401(a), Supplemental 403(b) & Deferred Compensation 457(b)	See policy for age, eligibility & mandatory requirement.
Health Savings Account	First of the month, or first working day 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

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Wellness Programs: Wellness & Preventive 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 the approval of manager and lead to certificate of completion of various developmental tracks.
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 Ice at the UNMC rink is located between 42nd and 40th streets and Dewey and Emile Streets.
Influenza Vaccinations	Upon Employment. Free to employees.
Appreciations 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.

For complete benefit information please visit: <https://nebraska.edu/faculty-and-staff>

** Part-time employees receive prorated benefits. Health, dental, & vision insurance; life, disability, flexible spending, health savings account, retirement plans; as well as family leave plans are only available for employees who are hired at .05 FTE or greater.

Updated March 9, 2022