

K-State Student Union

Summary of Benefits for Full-Time Employees (not all-inclusive)

Benefit Type	What Employee Receives	Who Pays	When Eligible
Health, Dental, & Vision Insurance	Union pays a SIGNIFICANT portion of premiums for employee only, employee & child(ren), employee & spouse, and employee & family insurance.	K-State Student Union	1 st of month after hire
Vacation Leave	8 hours of leave earned per pay period, to a max of 176 hours per year.	K-State Student Union	Upon employment
Sick Leave	3.7 hours earned per pay period.	K-State Student Union	Upon employment
Holiday Leave	9+ days of paid leave per calendar year, as designated by Kansas State University.	K-State Student Union	Upon employment
Discretionary Day	8 hours of additional leave per calendar year for employees to use as desired.	K-State Student Union	6 months after hire
Parental Leave	Up to 8 weeks of time off to welcome a new child into the home.	K-State Student Union	1 year following hire
Shared Leave	For serious, extreme, or life-threatening situations when accrued leave has been exhausted.	K-State Student Union	6 months after hire
Donor Leave	Up to 30 days of leave to recover from an organ or tissue donation.	K-State Student Union	6 months after hire
Family Medical Leave	Entitles eligible employees to take job-protected leave for eligible family and medical reasons.	K-State Student Union	1 year following hire
Disaster Service Volunteer Leave	Leave with pay may be authorized for any employee who is a certified disaster service volunteer.	K-State Student Union	Upon employment
Funeral Leave	Up to 6 working days for bereavement, in order to arrange for and to attend funeral services.	K-State Student Union	Upon employment
Military Leave	For employees called to active duty or Reserve or National Guard training.	K-State Student Union	Upon employment
Jury Duty	Paid time off for jury duty or other required appearance before a court.	K-State Student Union	Upon employment
Public Service Loan Forgiveness	A federal program designed to forgive student loan debt. The program applies to student loan debt holders with specific types of loans & who make qualifying payments.	N/A	N/A
Life Insurance	Death benefit up to 150% of the employee's annual rate of compensation, to a maximum \$175,000.	K-State Student Union	1 st of month after hire
TIAA 403(b) Retirement Plan (Mandatory)	Union contributes 4% of U.S.S. gross salary; employee contributes 4%. Union contributes 8.5% of unclassified employee's gross salary; unclassified employee contributes 5.5%.	K-State Student Union and employee	1 year following hire
Educational Award for Dependent(s)	Union offers a dependent award to an employee's child(ren) who is attending K-State.	K-State Student Union	90 days following hire
Tuition Assistance	Tuition assistance for an employee who is enrolled at K-State for a minimum of 3 credit hours.	K-State Student Union	1 year following hire
Colbert Hills Golf	Discounted greens fees and cart with WildcatOne ID.	Employee	Upon employment
Flu & COVID vaccines	Available through Lafene Health Center.	Blue Cross/Blue Shield	Upon employment
K-State Recreational Services Pass	Discounted membership, including the pool. Log into HRIS. Select <i>Employee Self-Service</i> . Select <i>Payroll and Compensation</i> . Select <i>Order Rec Services Membership</i> .	Employee	Upon employment
Treatment for minor health conditions	On-campus treatment and care of minor health conditions, pharmacy services and laboratory services through Lafene Health Center. (Subject to insurance co-pay and deductible).	Employee	Upon employment
Employee Assistance Program (EAP)	Helpful resources for any stage of a life challenge: legal needs, stress management, health assessments. Online tools, resources, and support available to employee and immediate family.	K-State Student Union	Upon employment
Discounts	Discounts at K-State Campus Store, Chick-fil-A, Hunt Brothers Pizza, Union Bowling Center	Employee	Upon employment
Notary Services	Free notary services for legal documents.	K-State Student Union	Upon employment

For further information, contact Union human resources at 785-532-6577 or unionhr@ksu.edu.

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Supplemental Benefit Options			
Benefit Type	What Employee Receives	Who Pays	When Eligible
Public Student Loan Forgiveness (PSLF)	PSLF forgives the balance of direct federal student loans after 120 qualifying payments made by the borrower if they work for a qualifying employer. The Union is a qualifying employer.	Not applicable	Visit studentaid.gov/pslf/
TIAA 403(b) Retirement Plan (Voluntary)	Employee is eligible to contribute up to the applicable maximum according to IRS regulations. Contributions may be pre-tax, after tax, or a combination.	Employee	Upon employment
TEA Life Insurance	Up to \$250,000 in supplemental coverage available.	Employee	1 st of month following hire
AFLAC Insurance	Pre-tax: Accident, cancer, specified health event. After-tax: short term disability, critical illness.	Employee	1 st of month following hire
Flexible Spending Account (FSA)	Pre-tax benefit account to pay for certain out-of-pocket health care costs, to include unreimbursed medical, dental and vision expenses.	Employee	1 st of month following hire
Dependent Care	Pre-tax benefit account to pay for eligible dependent care services, such as preschool, day camp, after-school programs, and child or adult care.	Employee	1 st of month following hire
Long Term Care Insurance	Insurance for personal care ranging from in-home assistance to skilled care in a nursing home.	Employee	Upon employment
529 Educational Savings Plan	Post-tax savings program. Gains are tax free. Money for education-related expenses (tuition, room & board, laptop computer, course materials, etc.).	Employee	Upon employment

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