

## **12.000 EMPLOYEE BENEFITS**

In addition to the paid holiday, sick, vacation, annual personal leave and other leaves of absence detailed in Section 8.000 of this Manual, and in union contracts, Trial Court employees have the following benefits:

- A. Health, Life, Dental and Vision and Long Term Disability Benefits. Trial Court employees may participate in health, life insurance and long-term disability coverage offered through the Commonwealth's Group Insurance Commission (GIC). The Group Insurance Commission's website can be accessed through the Courtyard or [www.mass.gov/gic](http://www.mass.gov/gic). Unionized employees should contact their respective union for information about dental and vision coverage. Confidential and management employees can find information about dental and vision coverage through the Human Resources Department webpage on the Courtyard. Any questions should be directed to the Human Resources Department.
- B. Retirement Benefits. The retirement system for Trial Court employees is governed by G.L.c.32. Retirement benefits are provided under a defined benefit plan, to which employees contribute a mandatory amount of base salary on a pre-tax basis depending on date of hire. The formula to calculate retirement income is generally based on age at retirement, length of creditable service and the average of the highest three years of annual salary. The State Retirement Board website at [www.mass.gov/treasury/retirement](http://www.mass.gov/treasury/retirement) provides detailed information about coverage, contributions and calculation of creditable service. The Human Resources Department is available to answer questions or direct employees to retirement planning resources.
- C. Deferred Compensation Program (supplemental retirement program). Trial Court employees are eligible to contribute pre-tax to a variety of deferred compensation options through the SMART Plan. Details can be found at [www.mass-smart.com](http://www.mass-smart.com).

- D. Health and Dependent Care Assistance Accounts. Trial Court employees are eligible to participate in plans authorized by the Commonwealth's Group Insurance Commission to permit pre-tax contributions into accounts to pay for eligible health care expenses and/or childcare of other dependent care expenses. Detailed information is available on the GIC website [www.mass.gov/gic](http://www.mass.gov/gic) and the Human Resources webpage on the Courtyard.
- E. Direct deposit and Credit Union membership. Trial Court employee paychecks are directly deposited into the participating bank of the employee's choice by contacting your payroll coordinator. The payroll coordinator will also have information about deposits to credit unions throughout the state.
- F. Tuition Remission. Full time permanent Trial Court employees who have completed their probationary periods are eligible for part or full tuition remission for enrollment in a degree or continuing education program in any State institution of higher education (excluding the University of Massachusetts Medical School), depending upon the policies of the individual college. Tuition remission applications are available on the Human Resources webpage on the Courtyard and require Human Resources Department approval.
- G. Unemployment Insurance Benefits. Upon separation from Trial Court employment, employees may be eligible for unemployment insurance benefits. The Trial Court provides an unemployment benefits notice to terminating employees. The notice, with the Trial Court's employee identification number, is also available on the Human Resources webpage on the Courtyard.
- H. Employee Assistance Program (EAP). All Trial Court employees and their families who are eligible for GIC Benefits are able to access a wide range of resources through Mass4You, an employee assistance program offered by the GIC. Enrollment in GIC health insurance is not required. Available services include three in-

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person or virtual confidential counseling visits per issue per year, legal consultations, mediation consultations, financial well-being visits and others. Mass4You can be accessed on the Courtyard or their website [www.liveandworkwell.com](http://www.liveandworkwell.com) or by telephone 24 hours a day, 7 days a week at (844) 263-1982.