

## FACT SHEET

# Career Bargaining Employee Benefits

Thank you for considering a career with the United States Postal Service. Our employees are our number one priority. The Postal Service offers employees competitive pay and a package of comprehensive benefits to help achieve a balance between work and home life, care for family members and prepare for a secure retirement. Below is an overview of the many benefits the Postal Service provides our career bargaining employees. More details on each benefit can be found at: <https://liteblue.usps.gov/benefits>

### **Health Insurance** *(60 days from enter-on-duty date to enroll)*

The Postal Service participates in the Federal Employees Health Benefits (FEHB) Program, which provides excellent coverage and flexibility with the majority of the cost paid by the Postal Service. There are many plans available, including Fee-For-Service, Health Maintenance Organizations (HMOs), and High Deductible and Consumer-Driven Health Plans. Employee premium contributions are not subject to most taxes, making health insurance even more affordable.

### **Dental and Vision Insurance** *(60 days from enter-on-duty date to enroll)*

Employees are eligible to participate in the Federal Employees Dental and Vision Insurance Program (FEDVIP). While employees pay the full cost, this group insurance offers excellent coverage at rates made even more affordable because premium contributions are not subject to taxes.

### **Flexible Spending Accounts** *(60 days from enter-on-duty date to enroll)*

Career employees may participate in the Flexible Spending Accounts (FSA) Program. Tax-free FSA contributions can be used to cover most out-of-pocket health care and dependent care (day care) expenses.

### **Life Insurance** *(60 days from enter-on-duty date to enroll)*

The Postal Service offers coverage through the Federal Employees' Group Life Insurance Program (FEGLI). The cost of basic coverage is fully paid by the Postal Service, with the option to purchase additional coverage through payroll deductions.

### **Long Term Care Insurance** *(60 days from enter-on-duty date to enroll with abbreviated underwriting)*

Employees may enroll in the Federal Long Term Care Insurance Program (FLTCIP), which insures for the costs of receiving long-term care (for example, nursing home, assisted living, or in-home care), which typically is not covered by health insurance or Medicare.

### **Retirement**

The Postal Service participates in the Federal Employees Retirement System (FERS), which provides a defined benefit (pension) as well as disability coverage. Eligibility is determined by your age and number of years of creditable service.

### **Thrift Savings Plan** *(automatically enrolled at 3% - can make changes at any time)*

Career postal employees may contribute to the Thrift Savings Plan (TSP), which is similar to 401(k) retirement savings plans offered by private sector employers. Employees may contribute to TSP on a tax-deferred or after-tax basis, and will receive automatic and matching contributions (up to 5 percent of pay) from the Postal Service. Employees must contribute at least 5 percent of their pay to get the full matching contributions.

### **Social Security & Medicare**

Newly hired postal employees are covered under Social Security and Medicare.

## Leave

The Postal Service offers generous annual (vacation) and sick leave. Newly hired Postal employees earn 13 days of annual leave per year for the first 3 years, increasing to 20 days per year after 3 years of service, and up to 26 days per year after 15 years of service. In addition, full-time employees earn 13 days of sick leave a year as insurance against loss of income due to illness or accident. Unused annual leave can be carried over to the next leave year up to a certain carryover maximum. There is no limit to the amount of carryover for unused sick leave. Annual and sick leave is prorated based upon paid hours for part-time employees.

## Holidays

The Postal Service observes 10 holidays each year.

## Commuter Program *(enroll or make changes at any time)*

This program offers tax-free purchase of public transportation and parking, up to the IRS maximums, to reduce out-of-pocket costs for employees who choose to participate.

## Employee Assistance Program

At varying times in each of our lives we must face personal challenges. Some problems are easily resolved, but others can best be solved with professional assistance. The Postal Service provides free access to an Employee Assistance Program (EAP) for all employees and their families. EAP is more than just another benefit. It's a time-saving, stress-relieving, powerful tool that helps put resources at your fingertips and supports you in reaching your full potential. Check out [www.EAP4YOU.com](http://www.EAP4YOU.com) for more information.

## Career Development & Training

The Postal Service offers a learning environment that reinforces success through training initiatives that allow employees to improve basic operational knowledge and gain leadership skills.

*Over time benefits can change. Please visit <https://liteblue.usps.gov/benefits> for the most up to date information.*

*It is not the intent of this document to amend or conflict with the provisions of the collective bargaining agreements between the Postal Service and labor unions. The specific benefits authorized for an employee covered by a collective bargaining agreement are determined by the terms of that agreement.*