

# VEBA HRA Groups of Montana State University

## Contract Professionals TIAA Group

- Members of this group are employed on a contract and have TIAA retirement
- They are of age 59 ½ and older who have worked at MSU for at least 5 years
- Current vote effective December 1, 2022-November 30, 2023
  - 100% Sick Leave payout and 100% Annual Leave payout go to VEBA

## Contract Professionals in PERS Group

- Members of this group are on a contract and have PERS retirement
- They are of age 55 and older who have worked at MSU at least 5 years.
- Current vote effective December 1, 2022-November 30, 2023
  - 100% Sick Leave payout and 100% Annual Leave payout go to VEBA

## Faculty & Administrators TIAA Group

- Members of this group are employed in a Faculty or Administrator position and have TIAA retirement
- They are of age 59 ½ and older who have worked at MSU at least 5 years
- Current vote effective December 1, 2022-November 30, 2023
  - 100% Sick Leave payout and 100% Annual Leave payout go to VEBA

## Classified Union Exempt, Academic Group

- Members of this group are classified employees in departments that report to the Provost or VP for REDGE
- They are of age 55 and older who have worked at MSU at least 5 years.
- Current vote effective December 1, 2022-November 30, 2023
  - 100% Sick Leave payout and 100% Annual Leave payout go to VEBA

## Classified Union Exempt, Non-Academic Group

- Members of this group are classified employees in departments that do not report to the Provost or VP for REDGE
- They are of age 55 and older who have worked at MSU at least 5 years.
- Current vote effective December 1, 2022-November 30, 2023
  - 100% Sick Leave payout and 100% Annual Leave payout go to VEBA

## Classified Union

- Members of this group are employed in a Classified union eligible position
- They are of age 59 ½ and older who have worked at MSU at least 5 years
- Current vote effective December 1, 2022-November 30, 2023
  - 100% Sick Leave payout and 100% Annual Leave payout go to VEBA

### **NOTES: SICK LEAVE PAYOUTS:**

All of the above 100% sick leave payout is of the 25% allowed by Montana State Law

i.e. 100 hours of sick leave balance on day of separation

100 hrs x 25% = 25 hrs of sick leave would be paid out to VEBA