



### **3.4 EMPLOYEE BENEFITS**

Pursuant to Article II, Section 1(c), of the Affiliation and Services Agreement between the University of Tennessee and the University of Tennessee Foundation (UTFI), and pursuant to Article I, section 1.4 of the Employee Services Agreement between the University of Tennessee and the University of Tennessee Foundation, Inc., employees leased under the authority of this subsection shall remain eligible for participation in all University of Tennessee Benefit programs for which they are otherwise eligible.

Those benefits include:

1. Annual leave
2. Benefit in the event of an employee death
3. CPS salary benefit
4. Continuous service credit
5. Court leave
6. Days of administrative closing
7. Education assistance (fee waiver)
8. Educational Assistance (student fee discount) for spouses and dependent children employees
9. Educational leave
10. Family & medical leave
11. Flexible benefits
12. Funeral & bereavement leave
13. Holidays
14. Insurance (health, dental, life, optional special accident, optional universal life, term life, long term care)
15. Leave of absence
16. Leave transfer between the University and State Agencies
17. Life planning seminars
18. Longevity pay
19. Military leave
20. Personal leave day
21. Retirement plans (including TCRS, JCRS and ORP)
22. Sick leave
23. Sick leave bank
24. Sick leave transfer between University employees
25. Social Security benefits
26. Tax deferred income program
27. Time off to vote

The University of Tennessee policies and procedures governing these benefits apply to UTFI leased employees and are adopted here by reference.