A List of Benefits for Your Benefit

Paid Leave

- Sick Leave
- Family Sick Leave – Calendar year limits vary among unions
- Personal Leave
- Vacation Leave – Not available to faculty members
- Compensatory Time – Available to AFSCME members and MCCC Unit Professionals only

Financial

- Retirement Plan (partially matched by state)
  - Pension plan, or
  - Optional Retirement Program for non-AFSCME employees
- Tax-Sheltered Annuity (403b Plan) (Contributions deducted pre-tax but not matched by state)
- SMART Plan (457b Plan) (Contributions deducted pre-tax but not matched by state)
- GCC Member – Franklin First Credit Union and Freedom Credit Union
- Tuition Remission for MA state colleges, community colleges, and universities

Health-Related

- Health Insurance
- Basic Life Insurance ($5,000 Accidental Death & Dismemberment)
- Optional Life Insurance (Flat amount or multiple of employee salary up to 8 times salary)
- Long-term Disability Insurance
- Health Care Spending Account (optional benefit used to pay medical expenses not covered by insurance with money deducted from employee pay pre-tax)
- Dependent Care Assistance Plan (optional benefit used to pay childcare expenses for children under age 13 with money deducted from employee pay pre-tax)
- Sick Leave Bank – Employees may elect to contribute one sick day to the sick leave bank which would entitle them to draw paid sick leave if they exhaust all their paid leave and still cannot return to work (Non-Unit Professionals and MCCC only)
- Aflac Short-term Disability, Accident, and/or Cancer/Specified Illness Insurance plans
- John Hancock Long-Term Care Insurance (Non-Unit Professionals only)
- MA Public Employee Dental & Davis Vision Insurance (AFSCME members only)
- MetLife Dental and Vision-One Vision Discounts (MCCC and Non-Unit Professionals only)
- Greenfield YMCA Corporate Membership rates
- Employee Wellness Hour – Employees may use one hour per week to pursue activities to promote mental or physical wellness with supervisor approval (does not include a simple delayed start to the workday or early dismissal to go straight home)

Miscellaneous

- AT&T Wireless Phone service
- Sprint/Nextel Wireless Phone service – 18% off select plans
- Verizon Wireless Phone service
- Andy’s Oak and Homespun by Andy’s – 10% off non-sale items
- Berkshire Insurance – Discounts off auto insurance for MA residents
- Liberty Mutual – Discounts off auto, homeowners, renters, and other types of insurance
- BJ’s Wholesale Club – Annual membership promotion every September (promotion offer only good during the 2-week September promotion. Not available in any store or during any other time at the college)
- The Inn at Crumpin’ Fox in Bernardston – Employees and their guests get Select Guest status for business and personal use, includes 10% off room rates, first choice of rooms, discounts for local restaurants, and more
- Jos A. Banks Clothiers – Men’s casual, professional and formal wear. Free Corporate Card available when employees supply the GCC Corporate number with their application
- Tire Warehouse – 20% off labor costs