

MSU-Bozeman VEBA Groups

- **Professionals in TIAA/CREF:**
 - This group is age 59½ and older who have worked at MSU at least 5 years
 - Votes in November of each year - decision goes into effect December 1st, 2011
 - Voted **YES** for the 2011-2012 plan year
 - 100% Sick leave payouts – NO Annual leave payouts
- **Professionals in PERS:**
 - This group is age 55 and older who have worked at MSU at least 5 years
 - Votes in November of each year - decision goes into effect December 1st, 2011
 - Voted **YES** for the 2011-2012 plan year
 - 100% Sick leave payouts – 100% Annual leave payouts
- **Faculty/Administrators in TIAA/CREF:**
 - This group is age 59½ and older who have worked at MSU at least 5 years
 - Votes in November of each year - decision goes into effect December 1st, 2011
 - Voted **YES** for the 2011-2012 plan year
 - 100% Sick leave payouts – 100% Annual leave payouts
- **Classified Union:**
 - This group does *NOT* include Teamsters unions or Carpenters
 - All other members are age 55 and older who have worked at MSU at least 5 years
 - Votes in June of each year - decision goes into effect July 1st, 2011
 - Voted **YES** in 2011
 - 20% Sick leave payouts – NO Annual leave payouts
- **Classified Union Exempt:**
 - This group is age 55 and older who have worked at MSU at least 5 years
 - Votes in April of each year - decision goes into effect May 1st, 2012
 - Voted **YES** in 2012
 - 100% Sick leave payouts – 100% Annual leave payouts
- **Extension:**
 - Extension employees receiving federal benefits are administrated by Extension Services
 - All other Extension employees follow the above guidelines administered by Human Resources