**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
    - Voted **YES** for 2013/14 plan year
    - 100% Sick leave payouts – 100% 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
    - Voted **YES** for 2013/14 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
    - Voted **YES** for 2013/14 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
    - Voted **YES** for 2014/15
    - 100% Sick leave payouts – 100% 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
    - Voted **YES** for 2014/15
    - 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 administrated by Human Resources