MSU-Bozeman VEBA Groups

- **Professionals in TIAA-CREF:**
  - This group is age 59 ½ 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 2014-2015 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 2014-2015 plan year
      100% Sick leave payouts – 100% Annual leave payouts

- **Faculty/Administrators in TIAA-CREF:**
  - This group is age 59 ½ 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 2014-2015 plan year
      100% Sick leave payouts – 100% Annual leave payouts

- **Classified Union:**
  - This group does not include Teamsters, Carpenters, Operating Engineers Unions
  - 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 2015-2016 plan year
      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 2015-2016 plan year
      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 HR

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