Union of Concerned Scientists

2026 BENEFITS SUMMARY

Medical (BCBS)
Two plan options through Blue Cross Blue Shield, national network coverage. Includes prescription benefit.

Dental (BCBS)
Two plan options through Blue Cross Blue Shield. Orthodontia coverage up to age 19. DPPO Plan

Vision (VSP)
Covers most of the costs of exams, glasses or contact lenses through a nationwide network of vision care professionals.

Life Insurance (Reliance)
UCS pays 100% of the premium to provide each employee life insurance coverage at a rate of their annual base salary (rounded to the nearest $1,000), up to a maximum of $250,000. Voluntary life, AD&D, spouse, and child insurance available for purchase.

Short Term Disability
We provide income protection up to 60% of semi-monthly base salary up to $2,500 weekly for a period not to exceed 90 days (calendar days).

Long Term Disability
We provide income protection of 66% of monthly salary in accordance with the guidelines set forth under our group plan. The maximum benefit is $10,000 monthly. Benefits commence on the 91st day (calendar days) of disability.

Flexible Spending Account
Medical FSA - allows employees to use pre-tax dollars for unreimbursed medical, vision and dental expenses.
Dependent Care - allows employees to use pre-tax dollars for dependent childcare expenses.

Paid Time Off
Generous vacation accrual per year - 4 weeks (0-10 years), 5 weeks (after 10 years). Two days of personal time per year.
Ten care leave days per year (maximum rollover 160 hours) Extended Leave of Absences for - family illness, bereavement, medical, parental and adoption
Sabbatical- 7+ years of service

Holidays
11 or more paid holidays
Winter Intermission (business days between Christmas Day and New Year's Day)

Professional Development Stipend
UCS offers all employees up to $1,200 for training, conferences, and professional memberships per fiscal year.

403b Retirement
Retirement Contributions of 8% of salary on first of the month after nine months of service/100% vested.
All staff may begin making contributions to the Supplemental Retirement Plan immediately.
The investment vendor choices are Fidelity Investments or TIAA-CREF.

Commuter
Transit plans available on a pre-tax basis up to the IRS maximum limits.

Remote Work Stipend
UCS provides a $75 USD monthly allowance for personal utilization of internet/data service working remotely.
One time stipend towards ergonomic tools and support.

Fitness & Wellness
Gym on site in some locations (DC, MA, CA).
Additional discounts on fees with various Fitness Centers through BCBS.

Mental Health
Better Help: Receive 12 sessions of free professional therapy online via Better Help.

Employee Assistance
EAP: Free Counseling and benefits for you and your family and resources on personal and work-related issues.

Pet Insurance
Reduced cost pet insurance through FIGO or BCBS

All eligible employees have access to a wide range of benefits beginning on the first of the month following employment. Bene fits eligibility is dependent upon employee classification. Some of the benefits available require employees to contribute, while others are fully paid by UCS. All benefits are subject to change by the organization at any time.