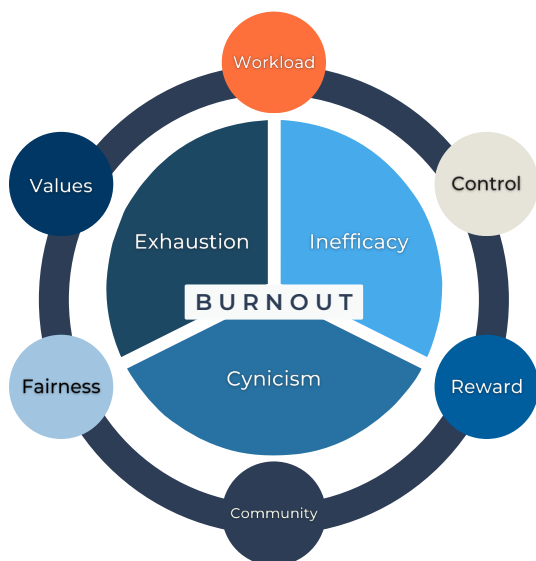


USING WORKPLACE BENEFITS AS A RESOURCE FOR YOUR WELLNESS AT WORK



There are different aspects of the work environment that contribute to an employee's experience and well-being at work. **Excessive workload, lack of control, inequity in rewards, poor relationships, perceived unfairness, and misalignment of values in the workplace** can collectively contribute to burnout. Employee benefits can be a valuable resource in preventing burnout and addressing the various areas of work-life that contribute to it



Each area of work-life that contributes to burnout can **be preventatively solved** using available resources through UMass Dartmouth benefits.

01

REWARD AND WORKLOAD

- UMD Holidays, Paid Time Off, Sick-Days, Personal Days.

UM Averages:

13 days Vacation

13 days Sick Days

5 days Personal Days

===== **TOTAL OF 31 DAYS**

National average:

10 Days up to 26 days for those who have been with the company for 20+ years (forbes.com & zippia.com)

02

COMMUNITY, CONTROL, WORKLOAD AND REWARD

- UMD Employee Assistance Program

ComPsych and Mass4U

Both have monthly and quarterly webinars on a vast variety of topics

List of services they each provide are here:

[EMPLOYEE ASSISTANCE PROGRAM](#) | [HUMAN RESOURCES](#) | [UMASS DARTMOUTH](#)

03

CONTROL AND FAIRNESS

- Family & Medical Leave Act (FMLA) & Intermittent FMLA

UMass offers both FMLA and Intermittent FMLA programs, granting employees the flexibility to address serious illnesses or care for family members without fear of losing their jobs, while maintaining health insurance coverage, thereby alleviating anxiety and stress, and aiding in balancing work and family responsibilities.

04

CONTROL AND FAIRNESS

- The Americans with Disabilities Act Accommodation (ADA)

ADA mandates employers to offer reasonable accommodations to qualified applicants and employees with disabilities, facilitating their ability to perform job functions and enjoy equal benefits and privileges of employment.

05

CONTROL

- LinkedIn Training, Tuition Benefits, Flex Spending

UMD extends faculty and staff complimentary access to the online video learning platform, LinkedIn Learning, aimed at fostering personal and professional growth. Additionally, UM provides tuition waivers/credits to benefited employees, their spouses, and eligible dependents, with detailed information available on the Bursars page. Furthermore, UM offers competitive health benefits, including the state covering 75% of health insurance premiums, complimentary dental and vision coverage for union positions, affordable dental and vision plans for non-unit employees, and competitive premiums for long-term disability and life insurance.

06

REWARD

- Discounted BJ's Membership, Cellular Discounts, Employee Recognition, Employee Perks and Discounts

UMD offers many more voluntary benefits such as discounted BJ's memberships, cellular discounts for Verizon, AT&T and T-Mobile plans, discounted homeowners and auto insurance plans, hotel discounts, legal plan services, long term care, identity theft protection and much more.

07

FAIRNESS

- Workers Compensation

Workers Compensation Insurance pays for medical expenses, lost wages and more to employees who are injured because of their job providing a sense of relief from financial stresses while remaining out of work due to the injury.

Take proactive steps towards a more balanced and fulfilling work experience! Dive into UMass Dartmouth's benefits to preemptively address workplace challenges and cultivate a positive atmosphere across all 6 areas of your work-life.

Note: UMD: UMass Dartmouth, UMass: University of Massachusetts