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BENEFITS OVERVIEW

UNION FULL-TIME EMPLOYEES

Effective January 2026- December 2026 for prospective employees.



BENEFITS OVERVIEW

Hello!

We are pleased that you are considering joining our team at Brookfield Zoo Chicago (BZC). Following is a summary of the benefits we offer Union Full-Time Employees.

ELIGIBILITY FOR BENEFITS

You are eligible for medical insurance as a full-time employee. Employee benefits coverage begins on the date of hire for Retirement savings, Employer-paid income protection, and voluntary benefits.

TIME AWAY FROM WORK

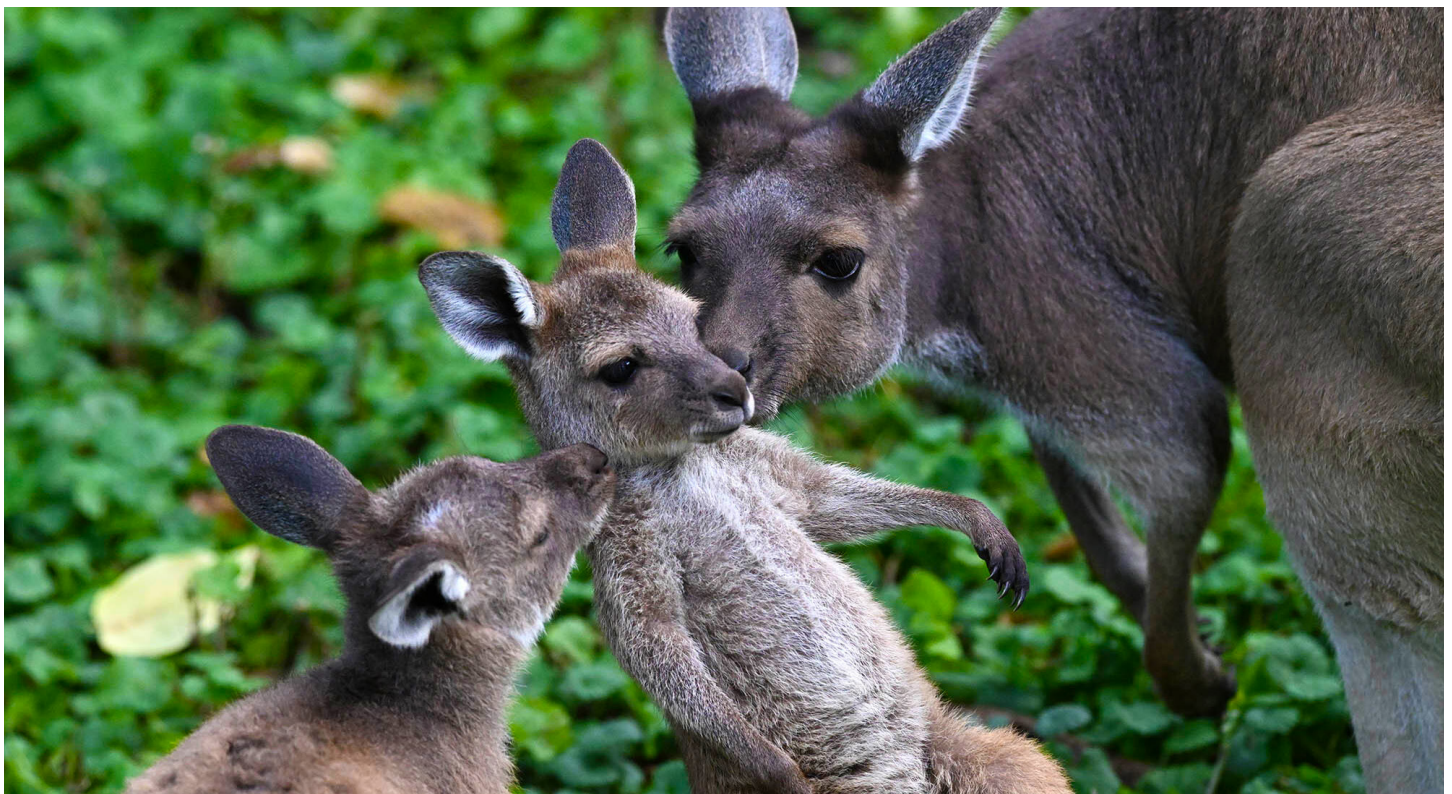
Vacation time is accrued on a per-payroll basis based on an employment anniversary year starting on the date of hire. Unused vacation time does not carry over from one calendar year to the next.

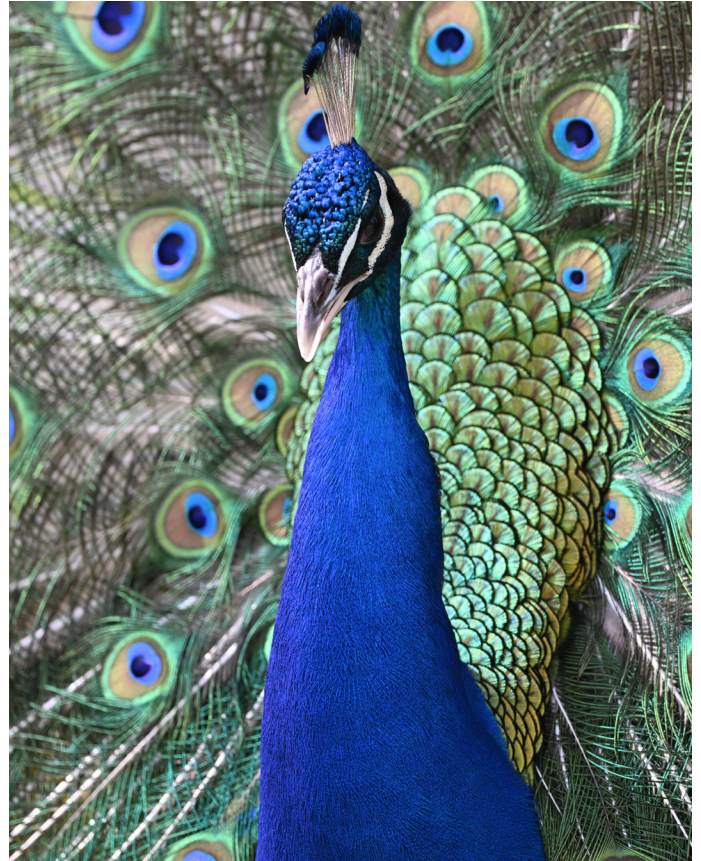
- 10 paid holidays per year.
- 10 sick days per year. Sick time is accrued on per pay-period basis. Accumulation of sick leave is unlimited.
- 3 personal days per year, pro-rated for the first year of employment.

Years of Service	Vacation
Less than 1 year of service	Not eligible to schedule or take vacation time with pay
At least 1 year of continuous service -5 years	2 weeks (80 hours)

MEDICAL INSURANCE

Brookfield Zoo Chicago pays 100% of the cost of benefits for bargaining unit employees. There is no cost to the employee. Medical insurance is provided through the Teamsters Union. One plan is available. A waiver credit is provided for employees who waive enrollment in medical insurance and provide proof of other coverage. Coverage begins following a 90-day waiting period. Coverage continues for 90 days after the employee's date of separation. Employees can also cover their spouse and child(ren) under age 27.





ADDITIONAL BENEFITS

Retirement Savings

Eligible employees are automatically enrolled at 6% on a pre-tax basis as soon as administratively feasible following date of hire. Employee Pre-tax and/or Roth after-tax contributions available. First of the quarter following completion of one year of service and attainment of age 21, eligible employees receive regular matching contributions of up to 3%. Matching contributions for full-time employees are immediately vested.

Employer-paid Income Protection

Eligible employees are automatically enrolled in Short-Term Disability benefits and Basic Term Life insurance through the Teamsters Union and Long-Term disability benefits through Brookfield Zoo Chicago.

Voluntary Benefits

- Group Accident Insurance
- Group Critical Illness Insurance
- Identity Theft Protection

Perks of working at BZC:

- Employees and their immediate family receive **free parking and admission to the Zoo** and paid attractions
- **Free admission** to other cultural institutions
- **Discounts in Zoo** gift shops and on restaurant purchases
- **Zoo Day Camp discount**
- **Employee and family events**
- **Advanced Inquiry Program (AIP)**, an innovative online degree, integrating flexible courses with unparalleled experiential learning at premier zoos, botanical gardens, and conservation organizations across the U.S.
- **Tuition Reimbursement** Benefit

BROOKFIELD



CHICAGO

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