



UNION PERKS

Our Wellbeing Matters

comprehensive **BENEFITS**

Health & Wellness



We contribute to medical, dental, and vision plans to offset insurance costs. We provide pre-tax commuter plans, dependent care FSA, group life insurance and AD&D coverage, and 24/7 telesupport for mental health and more.

401(K) with Contribution



We know how important planning for your future is, so we offer all full-time employees a 401(k) plan and contribute a percentage, typically 3%, of your gross earnings regardless of your contributions.

Work-Life Balance



Our hybrid work schedule allows employees to work from home two days per week, and flexible schedules are supported. We trust our employees to take care of their work commitments while allowing space for life's demands outside of the office.

Parental Leave



We support growing families. After nine months at Union, primary caregivers get 100% pay for 6 weeks after the birth, adoption, or fostering of a child. Secondary caregivers get 100% pay for 3 weeks anytime within the year.

Professional Development



Each employee is allotted a yearly stipend to support professional growth and continuing education. We also have monthly learning sessions and project tours to get out and see our work in various stages of development.

Summer Fridays



Between Memorial Day and Labor Day, the office closes on Fridays. We continue to bill the same amount of time each week and employees have the option to work those hours over a 4-day week, or a 5-day week.

inclusive **CULTURE**

Mission Driven



We're driven by our mission to use the power of design to enrich lives and strengthen communities. We are firmly committed to designing sustainable places that will be loved for generations.

Diversity, Equity, & Inclusion



Justice, equity, diversity and inclusion are Union priorities. We're continually striving to be a more JUST organization that encourages all voices. We're committed to transparency within our office and to refining our approaches and policies to ensure a more equitable architecture practice for all.

Social Events



We encourage taking the time to unwind, catch-up, and get to know each other better. Whether it's through our weekly happy hours or other activities like bike rides, we truly enjoy having time to spend together outside of project work.

Volunteer and Pro Bono



We encourage employees to volunteer and seek opportunities to provide pro bono services or reduced fee. We've committed 1% or more of our annual billable hours for these efforts.

Dog Friendly Office



Well-behaved dogs are welcome in the office. We currently have a few dogs who hang out when their hybrid work schedules allow.



UNION

Places of Value. *Value of Place.*

Union Studio Architecture & Community Design

unionstudioarch.com