

THE UNION HOSPITAL ASSOCIATION
BARGAINING UNIT REGISTERED NURSE EMPLOYEE BENEFITS
OVERVIEW

Life Insurance Employees are eligible for hospital-paid life insurance based on their status. Full-time employees have 15,000 in coverage and part-time employees have 10,000 in coverage. Employee is eligible on the first of the month following 90 days of employment.

Employee is also eligible to purchase additional employee-paid term life insurance for coverage of employee, spouse and eligible dependents.

Health Insurance Employee is eligible for healthcare coverage under the Hospital's Aultcare plan. Employee is eligible the first of the month following thirty days from hire. Currently, there are two plans offered: a traditional PPO plan with an 80/20 level of co-insurance or a high-deductible healthcare plan with a healthcare savings plan option. A basic vision plan is also included with the health coverage.

Dental Insurance Employee is eligible for dental coverage under the Hospital's dental plan. The plan provides preventative (100%), basic (80%) and major (50%) services coverages with limited orthodontia benefits. Employee is eligible the first of the month following thirty days from hire

Flexible Spending Accounts The Hospital provides the opportunity for employees to enroll in Flexible Spending Accounts for medical and dependent care expenses. Employees may deposit funds in a tax-free account to cover eligible expenses on an annual basis. Employee is eligible the first of the month following thirty days from hire

Vacation Vacation is calculated based upon hours worked in the preceding year. Pursuant to contract, based on years of continuous service a RN may earn the following vacation hours:

1 year	Up to 80 hours
3 years	Up to 96 hours
5 years	Up to 120 hours
6 years	Up to 128 hours
7 years	Up to 136 hours
8 years	Up to 144 hours
9 years	Up to 152 hours
10 years	Up to 160 hours

Personal Holidays Allocated June 29th through June 28th

Full-Time employees earn 5 (40 hours) 4 personal and 1 birthday
Part Time employees earn 3 (24 hours) 2 personal and 1 birthday

Legal Holidays There are 7 Legal Holidays recognized and paid (56 hours) by the Hospital

New Year's Day	Easter Sunday	Memorial Day
Independence Day	Labor Day	Thanksgiving Day
Christmas Day		

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Funeral Pay Employee is provided up to three days of paid leave between the date of death and the funeral for immediate family.

Short Term Disability The hospital provides disability coverage that is effective the first of the month following ninety days from hire. If on leave for your own physician certified injury or illness wages are paid at 66 2/3% for up to 26 weeks. The waiting period for benefits to begin is 7 days.

Employees may purchase voluntary additional disability coverage that would extend benefits for 2 years, 5 years, or until Social Security Normal Retirement Age.

403b Retirement The Hospital will match your contribution up to 6 ½ %, if you contribute at least 3 ½ %, calculated on a pay by pay basis. You are eligible to enroll once you have received your first paycheck.

Enrollment is required through Transamerica and may be done by phone, online, or by meeting with a representative who is at the hospital each month. Please see HR Department Page on the intranet for directions on scheduling an appointment. The hospital match will begin once you have completed 90 days of service.

Differentials The following items are eligible for additional pay:

Shift	\$1.50 per hour	Hours worked between 3:30pm and 7am Shifts commencing at 3pm
Weekend	\$1.00 per hour	Shifts worked 11pm Friday to 7am Monday
Preceptor	.50 per hour	
Charge Pay	.75 per hour	
Resource	.35 per hour	
Certification	.50 per hour	Payable upon providing specialty certification Verification
Advance	.50 per hour	Payable upon providing BSN degree verification
RNFA/OR/PAR	.90 per hour	Payable upon providing certification verification