

THE UNION HOSPITAL ASSOCIATION

NON-EXEMPT (HOURLY) EMPLOYEE BENEFITS OVERVIEW

Life Insurance	<p>Employees are eligible for hospital-paid life insurance based on their status. Full-time employees have 10,000 in coverage and part-time employees have 5,000 in coverage. Employee is eligible on the first of the month following 90 days of employment.</p> <p>Employee is also eligible to purchase additional employee-paid term life insurance for coverage of employee, spouse and eligible dependents.</p>
Health Insurance	<p>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.</p> <p><i>Please note that Union Physician Services (UPS) employees only have access to the HDHP option.</i></p>
Dental Insurance	<p>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</p>
Vision Insurance	<p>Employee is eligible for vision coverage under the Hospital's vision plan. There are two plans to choose from-VSP and Davis. Employee is eligible the first of the month following thirty days from hire. Exam and lenses are covered every 12 months based on the plan selected. Frames are covered every 24 months based on the plan selected.</p>
Flexible Spending Accounts	<p>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</p>
Funeral Pay	<p>Employee is provided up to three days of paid leave between the date of death and the funeral for immediate family.</p>
Short Term Disability	<p>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. There is a seven day waiting period for benefits to begin.</p> <p>Employees may purchase voluntary additional disability coverage that would extend benefits for 2 years, 5 years, or until Social Security Normal retirement Age.</p>
PTO	<p>Paid Time Off is accrued each pay period based on hours worked and paid. The accrual rate for new hires is .08076. The accrual rate increases based on cumulative credited service hours.</p>
403b Retirement	<p>The Hospital will match your contribution up to 6%, if you contribute at least 3%, 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.</p>