

# The Behavioral Wellness Center

## SEIU BENEFIT SUMMARY

PROGRAM	PROVIDERS	BENEFITS COMMENCE	ELIGIBILITY	CO-PAY	BENEFIT
<b>HEALTH COVERAGE</b> <i>(includes vision)</i> <b>Essential and affordable coverage per ACA guidelines</b>	Keystone Health Plan East HMO  Contribution is 19% of premium rates	1 <sup>st</sup> of the month following Date of Hire	30 hrs or more/week – Bi-weekly Contribution: Employee Only: \$78.91 Employee & Child: \$119.41 Employee & Children: \$171.69 Employee & Spouse: \$181.61 Family: \$231.57 PT employees averaging 30 hrs/wk during measuring period	\$20 –Primary \$40 – Specialist \$50-Urgent Care \$200 – Emergency Care \$250 – Outpatient Procedures \$500 – Inpatient Admission	See Brochure; Coverage with referral as needed and for in-network services only
<b>PRESCRIPTION</b> <i>(must have medical)</i>	Express Scripts Managed by RxBenefits	1 <sup>st</sup> of the month following Date of Hire	30 hours or more per week PT employees averaging 30 hr/wk during measuring period	25% or \$5.00, whichever is greater <i>(1 month co-pay for 3 month supply of mail order maintenance medications)</i>	Up to 75%
<b>DENTAL</b>	United Concordia	1 <sup>st</sup> of the month following Date of Hire	35 hours or more per week Base Dental Plan-No charge <b>Dental Buy Up \$3.51 Single / \$9.09 Family</b>	Basic Preventative 100% Base-Major/Ortho 50% Buy Up-Major/Ortho 70%	Maximum \$2,500 Per year
<b>BASIC LIFE INSURANCE AD&amp;D</b>	Kansas City Life	1 <sup>st</sup> of the month following 60 days of employment	35 hours or more per week	<b>Basic Life-Employer Paid</b> Supplemental-Employee Paid by paycheck deductions	One times salary Up to \$50,000 (Supplemental available)
<b>SHORT-TERM DISABILITY</b>	UNUM Insurance	After one year of employment.	35 or more hours per week. Benefits begin on the 31st day of disability.	<b>100% Employer Paid</b> Must use 5 days of PPL then ESL prior to disability	60% of salary up to \$300 per week for 20 weeks
<b>LONG TERM DISABILITY</b>	UNUM Insurance	After one year of employment.	35 or more hours per week. Benefits begin after 6 month waiting period.	<b>100% Employer Paid</b>	60% of salary up to \$5000/month
<b>TUITION REIMBURSEMENT</b>	Be Well Center	After 6 months of employment.	35 hours or more per week <i>Job-related courses; Must be submitted 3 wks prior to course start date</i> <b>May be used w/Rosemont Momentum Program</b>	\$1,500/semester/\$3,000/year Program max - \$10,000/year	Tax free cash reimbursement
<b>HOLIDAY</b> <i>(Must be used w/in 30 days)</i>	Be Well Center	After 30 days of employment	35 hours or more per week 10 days per year + 2 Personal Days	NONE	Regular Pay
<b>VACATION</b>	Be Well Center <i>Vacation Yr. June 1 – May 31</i>	After 60 days of employment (currently accrue time for use <b>next</b> vacation year)	35 hours or more per week 1-10 years: 3 weeks 10+ years: 4 weeks	NONE	Regular Pay
<b>SICK TIME</b>	Be Well Center	After 60 days of employment	35 hours or more per week Earn 1 day per month, max. 50 days	NONE	Regular Pay