

The Behavioral Wellness Center

SEIU BENEFIT SUMMARY

PROGRAM	PROVIDERS	BENEFITS COMMENCE	ELIGIBILITY	BENEFIT	COVERAGE
HEALTH COVERAGE <i>(includes vision)</i> Essential and affordable coverage per ACA guidelines	Keystone Health Plan East HMO Contribution is 19% of premium rates	1 st of the month following 60 days of employment	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
PRESCRIPTION <i>(must have medical)</i>	Express Scripts Managed by RxBenefits	1 st of the month following 60 days of employment	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%
DENTAL	United Concordia	1 st of the month following 60 days of employment	35 hours or more per week Base Dental Plan-No charge Dental Buy Up \$3.51 Single / \$10.12 Family	Basic Preventative 100% Base-Major/Ortho 50% Buy Up-Major/Ortho 70%	Maximum \$2,500 Per year
BASIC LIFE INSURANCE AD&D	Kansas City Life	1 st of the month following 60 days of employment	35 hours or more per week	Basic Life-Employer Paid Supplemental-Employee Paid by paycheck deductions	One times salary Up to \$50,000 (Supplemental available)
SHORT-TERM DISABILITY	UNUM Insurance	After one year of employment.	35 or more hours per week. Benefits begin on the 31st day of disability.	100% Employer Paid Must use 5 days of PPL then ESL prior to disability	60% of salary up to \$300 per week for 20 weeks
LONG TERM DISABILITY	UNUM Insurance	After one year of employment.	35 or more hours per week. Benefits begin after 6 month waiting period.	100% Employer Paid	60% of salary up to \$5000/month
TUITION REIMBURSEMENT	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>	\$2,500/semester/\$5,000/year Program max - \$20,000/year	Tax free cash reimbursement
HOLIDAY <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	Must work last scheduled day before & first scheduled day after to receive holiday	Regular Pay
VACATION	Be Well Center <i>Vacation Year July 1 – June 30</i>	After 60 days of employment (currently accrue time to be used <u>next</u> vacation year)	35 hours or more per week 1-3 years: 2 weeks 3-10 years: 3 weeks 10+ years: 4 weeks	2 weeks = 6.67 hrs/mo 3 weeks = 10 hrs/mo 4 weeks = 13.33 hrs/mo <i>(Partial months are prorated)</i> Time allotted for use July 1st	Regular Pay Rate <i>May carry over up to 80 hrs</i>
SICK TIME	Be Well Center	After 60 days of employment	35 hours or more per week Earn 1 day per month, max. 50 days	Must give at least 1 hr notice	Regular Pay Rate