The Behavioral Wellness Center
UNOP BENEFIT SUMMARY

PROGRAM	PROVIDERS	BENEFITS COMMENCE	ELIGIBILITY	CO-PAY	BENEFIT
HEALTH COVERAGE ***(includes vision)*** **Essential and affordable coverage per ACA guidelines**	Keystone Health Plan East HMO Contribution is 19% of premium rates	1st 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	Medical & Vision HMO Coverage *w/ referrals as needed.* Covers In-network services only.
PRESCRIPTION ***(must have medical)***	Express Scripts Managed by RxBenefits	1st of the month following 60 Days of Employment	30 hours per week PT employees averaging 30 hrs/wk during measuring period	25% or $5.00, whichever is greater ***(1 month co-pay for 3 month supply of mail order maintenance medications)***	Up to 75%
DENTAL	United Concordia	1st of the month following 60 Days of Employment	32 hours or more per week Base Dental Plan-No charge **Dental Buy Up $3.90 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	Unum Insurance	1st of the month following 60 days of employment	32 hours of more per week	**Basic Life-Employer Paid** Supplemental-Employee Paid by paycheck deductions	$15,000 (Supplemental for employee/family available)
SHORT-TERM DISABILITY	Unum Insurance (FMLA/STD)	After one year of employment.	32 or more hours per week. Benefits begin on the 22nd day of disability.	Must use 3 days of PPL then ESL prior to disability	60% of salary up to $450 per week for 26 weeks
TUITION REIMBURSEMENT	Be Well Center	After 1 year of employment.	32 hours or more per week *Job-related courses; Must be submitted 3 wks prior to course start date*	$1,500/semester/$3,000/year Union max - $10,000/year *FT commitment of 18 months*	Tax free reimbursement
Paid Personal Leave (PPL)	Be Well Center ***(Vacation Year July 1 – June 30)***	After 3 months of employment	Regular FT and PT employees 1- 3 years earns 31 days 3+ years earns 36 days Part time: Pro-Rated based on FTE	NONE	Regular Pay
Extended Sick Leave (ESL)	Be Well Center	After 3 months of employment	Regular FT and PT employees Full time: 7 days per year Part time: Pro-Rated based on FTE	NONE	Regular Pay

Updated 7/01/26