

## OUR SPIRIT VALUES



SERVICE



PERFORMANCE



INNOVATION



RESPECT



INTEGRITY



TEAMWORK

*LifeBridge Health works to provide a benefits program that offers value to team members and their families. This overview provides an “at-a-glance” look at benefits we offer to support our team members in their everyday lives to promote their overall wellbeing.*



### Eligibility

Medical, dental, and vision benefits are effective the 61<sup>st</sup> day following date of hire. All other benefits are effective first of month following 60 days of employment.

Benefits-eligible	FULL-TIME	PART-TIME
Medical	.75-1 Total FTE / 60-80 hours per pay period	.6-.74 Total FTE / 48-60 hours per pay period
All other benefits	.9-1 Total FTE / 72-80 hours per pay period	.6-.89 Total FTE / 48-71 hours per pay period



### Health Benefits

#### Medical

We offer medical plans through CareFirst BCBS and. All medical plans feature 100% coverage for preventive care, prescription drug coverage through OptumRx, and an out-of-pocket maximum. A Kaiser medical Plan is also available for Levindale Union Team members



See our provider directory [here](#).



#### Vision

Your vision benefits are provided by VSP. [Learn more here](#).

#### Dental

Plan options with **United Concordia Dental**. [Learn more here](#).



### Vacation/Personal/Sick

	TYPE	DETAILS
Determined by Collective Bargaining Agreement	Personal	1 day in first year <b>2 days after completed 1 year of service as of January 1<sup>st</sup>.</b>
	Sick & SSL: First 2 Years (pro-rated)	12
	Vacation: 0-4 Years	10

*\*Earned at the rate of a 1/52<sup>nd</sup> share per week and available for use in same calendar year as it is earned.*

*\*\* Qualifying Date: Eligibility is computed based on team members anniversary date unless modified under provisions of the bargaining agreement. Team members may begin to use accrued vacation time following successful completion of probationary period.*

	OTHER
Holidays*	8

*\*Eligible for holidays if regularly scheduled to work 40 hours per week granted 8 hours pay at regular rate for holidays. Team member scheduled for less than 40 hours per week will be pro-rated.*

*\*Must have completed probationary period for eligibility*

**Levindale Union Team Members**



## Financial Benefits

### Retirement

Administered by [Fidelity](#), you are immediately eligible to enroll effective your date of hire. You must take action to enroll in our 403(b) plan. You are fully vested in your own contributions right away. A match of 4.5%, if contributing 6% of pay is provided.

### Health Savings Account (HSA)

Administered by [HSA Bank](#), and available to team members who enroll in the LifeBridge Health HSA Medical Plan. Use the HSA to pay for qualified medical expenses. You and LifeBridge Health both contribute to your HSA based on eligibility, and you have the option to enroll in a Limited Purpose FSA to pay for qualified dental and vision expenses.

### Flexible Spending Accounts

The Healthcare, Limited Purpose and Dependent Care Flexible Spending Accounts are managed by [HSA Bank](#). Save on eligible medical, dental, vision, and dependent care expenses; reduces your taxable income..



## Family Support

LifeBridge Health provides team members with benefits that can be tailored to individual paths to parenthood and family circumstances, including:

- **Family Planning** — Progyny provides eligible team members enrolled in the HSA, PPO, and Exclusive Medical Plans with full-service fertility benefits.
- **Adoption Assistance**



## Employee Assistance Program



Effective date of hire with access to 24/7 emotional, financial, and legal guidance to you and your family through Carebridge.



## Financial Protection

LifeBridge Health-paid — **FREE** to you

- **Life insurance, accidental death and dismemberment (AD&D):** Offered through MetLife.
- **Short-term disability:** Offered through New York Life.
- **Long-term disability:** Offered through New York Life.

Team Member-paid

- **Buy-up short-term disability:** Offered through New York Life.
- **Supplemental protection:** Offered through MetLife.
- **Universal life:** Offered by Transamerica.
- **Group voluntary critical illness and accident coverage:** Offered by Unum.



## Other Benefits

- Legal insurance through [ARAG](#) (access code: 189371bh).
- Home and auto discount program through [Liberty Mutual](#).
- Identity theft protection through [Norton LifeLock](#).
- Discount network to save on thousands of deals online with the [LifeBalance Program](#).
- Pet insurance with [MetLife](#).



## More for You

<b>FREE</b> Parking	Credit Unions
Bravo! Rewards	Quick Charge Accounts
Tuition Discounts. Save from 10% to 40%	LifeBridge Health & Fitness Discounted Memberships
<b>Education Assistance:</b> Reimburse up to \$5,000 per year for approved nursing courses and up to \$3,500 per year for approved non0-nursig courses, which are part of a degree program. Pro-rated for part-time team members.	

**More details and plan information are available at**  
**[www.lifebridgehealth.org/benefits](http://www.lifebridgehealth.org/benefits)**