

OUR SPIRIT VALUES



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 61st 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 four medical plans through CareFirst BCBS. All medical plans feature 100% coverage for preventive care, prescription drug coverage through OptumRx, and an out-of-pocket maximum.



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	3 days once you complete 1 year of service
	Sick & SSL: First 2 Years (pro-rated)	10
	Vacation: 0-4 Years	10

*** Refer to bargaining agreement for details

*** Must be 0.5 FTE or higher for eligibility

***Must complete probationary period for eligibility

	OTHER
Holidays*	7

*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



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.

Sinai Hospital offers a pension plan with automatic enrollment after 60 days, if eligible for union team members.

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

Limited Purpose Accounts are managed by [HSA Bank](#). Save on eligible dental and vision 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.

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: 18937lbh).
- 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

FREE Parking	Credit Unions
Bravo! Rewards	Quick Charge Accounts
Tuition Discounts. Save from 10% to 40%	LifeBridge Health & Fitness Discounted Memberships
Education Assistance: Reimburse up to \$5,000 per year for approved nursing courses and up to \$3,500 per year for approved non-nursing 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.