



Job Classification RN, NP, LPN, Physical Therapist, Speech Therapist, Occupational Therapist, Social Worker

Benefits Enrollment Deadline 30 days from first day of active work

Medical Benefits

Options: CIGNA Open Access Plus and CIGNA Open Access In-Network Only
Effective Date: 1st of the month following one day of active service

Dental Benefits

Options: Aetna DMO and CIGNA PPO
Effective Date: 1st of the month following 30 days of active service

Vision Benefits

Option: UnitedHealthCare Vision (Formerly Spectera)
Effective Date: 1st of the month following 30 days of active service

Life Insurance

Effective Date: 1st of the month following 90 days of service
Carrier: SunLife
Coverage Amount: 2X Base Salary
Enrollment Details: Automatic. Only needs to provide Beneficiary information in HR Assist.
Portability: Yes

Short Term Disability

Effective Date: Full-time: 4 consecutive weeks of covered NY employment; Part-time: 25 days of covered NY employment.
Coverage Amount: State standard of up to \$170 per week for up to 26 weeks
Enrollment Details: Automatic
NOTES: Must physically work in NY State

New York Paid Family Leave

Effective Date: Eligible after 26 weeks of employment if working 20 or more hours, or 175 days if working less than 20 hours per week.
Coverage Amount: 67% of average weekly wage up to a maximum weekly benefit of \$1,833.63
Enrollment Details: Automatic
Notes: Must physically work in NY State

Pension Plan

Carrier: Lincoln Financial
Eligibility: 1st quarter after meeting 1 year of service
Eligible Participants: Non Union Benefits Eligible
Employer Contribution Rate: 5.75% of base earnings
Employee Contribution: Not allowed
Enrollment Details: Automatic
Employer Contribution Requirement: 1000 worked hours and be actively employed at the last day of the year
Vesting Schedule: Yes. A year of service is a calendar year in which an employee works at least 1000 hours.
Less than 2 years - 0% vested
2 years but less than 3 - 20% vested
3 years but less than 4 - 40% vested
4 years but less than 5 - 60% vested
5 years and thereafter - 100% vested

Voluntary Benefits

403(b)

Carrier: Lincoln Financial
Eligible Participants: All active employees
Effective Date: Immediately.
Auto enrollment with a 3% pre-tax contribution. Will have 45 days from enrollment date to opt out, make contribution
Notes: amount changes and update investment selection. If employee will hold multiple positions within the organization, contributions can only be made from their primary position.
Employer Contribution Rate: None

Up to IRS limit. \$24,500 if you're under age 50; \$32,500 if you are age 50-59 or 64 years and above. For age 60-63, maximum contribution is \$35,750. IMPORTANT: If you are age 50 or older and earned more than \$150,000 in FICA wages from the same employer in the prior year, catch-up contributions must be made as Roth (after-tax) contributions.
Employee Contribution: from the same employer in the prior year, catch-up contributions must be made as Roth (after-tax) contributions.
Vesting Schedule: None

Healthcare FSA

Carrier: iSolved Benefit Services
Effective Date: 1st of the month following 30 days of service
Employee Contribution: Up to IRS limit, \$3,400
Notes: Can rollover up to \$680 of unused funds. Money in excess of rollover amount will be forfeited.

Dependent Care FSA

Carrier: iSolved Benefit Services
Effective Date: 1st of the month following 30 days of service
Employee Contribution: Up to IRS limit. If married filing jointly \$7,500. If filing separately, max contribution amount \$3,750
Notes: Use it or lose it. For dependents up to age 13.

Commuter Benefits

Carrier: P&A Group
Effective Date: ASAP
Employee Contribution: Pre-tax, monthly IRS limit \$340. For Transit Only - allow post tax dollars.
Notes: For Transit only, must use P&A credit card. Can't submit claims for out pocket transit expenses. For parking, can submit claims for out of pocket parking expenses. Unused balance rolls over from month to month. If employment terminates, any remaining balance is forfeited. Isabella employees not eligible to enroll in Parking.

Education

Employee Tuition Reimbursement

Eligible Participants: Union free benefits eligible employees
Eligibility Requirement: After 1 year of employment
Benefit Amount: \$5,250 per calendar year
Notes: Must give back 1 year of service

Dependent Tuition Reimbursement

Eligible Participants: Union free benefits eligible RN, Physical Therapist, Speech Therapist, Occupational Therapist, Social Worker.
Eligibility Requirement: After 1 year of employment
Benefit Amount: \$3,500 per calendar year, per child for up to 3 children.
Notes: LPNs not eligible for Dependent Tuition Reimbursement. Must give back 1 year of service.

MSN Education

Mercy University. Mustst give back 2 years of service.

Paid Time Off

*Accruals listed below include Supervisor - Manager clinicians and are based on Full Time employment status.
Accruals will be prorated according to FTE status.*

Vacation: 20 days
For RNs & LPNs 25 days after 5 years
For PTs & Socials Workers 25 days after 10 years.

Sick: 12 days
Personal: 3 days
Birthday: 1
Holidays: 11