



# **Benefits Summary 2024**

## **Health Insurance**

- Eligibility: full time and part time employees (FTE .5 or greater) eligible on the 90<sup>th</sup> day following date of employment
- Per diem or part time employees not eligible on the 90<sup>th</sup> day following date of employment, may be eligible for coverage at a later date in accordance with the Hospital's Lookback Measurement Period Policy (notification will be provided if eligible)
- ERH offers two plan options:
  - MVP Option 1: \$2,500 individual deductible/ \$5,000 family deductible (ERH pays 75% of the deductible for full time employees, pro-rated for part time employees [FTE .5 or greater] through a health reimbursement arrangement); eligible employees are also eligible to participate in a health flexible spending account
  - MVP Option 2: \$5,000 individual deductible/ \$10,000 family deductible, in-network (MVP and Cigna) (ERH pays 75% of the deductible for full time employees, pro-rated for part time employees [FTE .5 or greater] through a health reimbursement arrangement); eligible employees are also eligible to participate in a health flexible spending account

ERH pays 75% of the health insurance premium for full time employees, pro-rated for part time employees (FTE .5 or greater)  
We offer minimal essential coverage as required by the ACA for all eligible employees.

## **Life Insurance:**

- Eligibility: Full time employees on the 90<sup>th</sup> day following date of employment
- Benefit equals 1-year salary + \$2000
- ERH pays 100% of the premium

## **Vacation Benefit:**

- Full time employees: 86.5, 122.5 or 158.5 hours annually, based on position and longevity
- Pro-rated for the 1st year of employment based on date of hire. Front loaded after completing 1 full calendar year of service.
- Pro-rated for part time employees

## **Holiday Benefit:**

- Full time employees earn eight paid holidays annually
- Pro-rated for part time employees

## **Sick Time Benefit:**

- Full-time employees hired prior to January 1, 2021: Sick leave shall be accumulated at the rate six (6) hours per month.
- Full-time employees hired on or after January 1, 2021: Sick leave shall be accumulated at the rate of four and two-thirds (4.67) hours per month (56 hour annually limit).
- Part-Time employees: shall have the same sick leave benefits as full-time employees (based on date of hire) but on a pro-rated basis. The formula for computing pro-ration shall be based on assigned FTE. However, the employee will receive sick leave accruals pursuant to the proration, or the New York Paid Sick Leave Law, whichever is greater.
- Per Diem employees: Sick leave shall be accumulated at a rate of 1 hour for every 30 hours worked.

## **Personal Day Benefit:**

- Full time employees earn one day per year, based on date of hire
- Pro-rated for part time employees

## **Bereavement:**

- Full time employees eligible for three paid days off from work (7.25 hours per day) in the event of the death of a family member (Family member is defined as a spouse, child, mother, father, sister, brother, grandparents, including step and in-laws).
- Pro-rated for part time employees

### **403(b):**

- Eligibility: All employees
- Offered by Diversified Investment or HANYS
- Available on first date of employment

### **Voluntary Benefits:**

- Eligibility: full time and part time employees (FTE .5 or greater) eligible on 90<sup>th</sup> day following date of employment
- Guardian Dental, Vision, and Supplemental Life Insurance (Vision available for full time employees only)
- AFLAC Cancer/Personal Lifestyle Protector Plan/Accident
- Section 125/Pre-Tax Plan
- NYS 529 College Savings/U-Promise Programs
- Employee Assistance Program (free to employees who have enrolled in at least 1 Guardian product)

### **Tuition Assistance:**

- Full time employees who have completed one year of service and are in good standing - \$1250 per semester cap

The terms of the Hospital's employee benefit plans shall control eligibility under each specific benefit plan, as applicable. The Hospital reserves the right to amend or terminate its employee benefit plans at any time, subject to any applicable collective bargaining agreement.