

# EMPLOYEE BENEFITS SUMMARY



\* Part-Time Benefit employees may be eligible for medical coverage after 20 years of continuous full-time service. Call Human Resources for details.

**PLEASE NOTE:** This summary is designed and intended for the purpose of presenting general information only. Its contents are not to be accepted or construed as a substitute for the provisions of the written Plan Documents and/or the North Oaks Health System Human Resources Policies and Procedures.

*(BENEFITS CONTINUED  
ON NEXT SIDE...)*

# NORTH OAKS HEALTH SYSTEM EMPLOYEE BENEFITS SUMMARY

(CONTINUED)



BENEFIT	Who is Eligible	When Eligible	Who Pays
<b>457 - Pre-Tax or Post-Tax options available:</b> <b>Pre-Tax:</b> Pay tax at time of distribution. <b>Post-Tax:</b> Pay tax at time of contribution. Employees must enroll in either plan before payroll deductions may begin. Subject to IRS maximum contribution limits. Employees are 100% vested as soon as contributions begin.	Full-Time Benefit Full-Time Non-Benefit Part-Time Benefit	Immediately Upon Hire	Employee
<b>Short-Term Disability &amp; Critical Illness</b> Supplemental insurance available for Short-Term Disability and Critical Illness which includes Cancer. Enrollment in the plans must be completed by a representative. The Critical Illness policy is portable.	Full-Time Benefit Full-Time Non-Benefit Part-Time Employees working a min of 20/hours per week	Immediately upon hire or eligibility or wait until next annual enrollment period.	Employee
<b>Bereavement</b> Employee is entitled to 3 days paid leave for immediate family as defined in the Bereavement Policy.	Full-Time Benefit Full-Time Non-Benefit Part-Time	Immediately Upon Hire	NOHS
<b>On Site Child Care Services at North Oaks</b> Child care is available for children, 6 weeks-13 years of age, from 5:30 a.m.-7:30 p.m., Monday-Friday. For fee and enrollment information, please call Bright Horizons at (985) 230-6408. For information on Child Care Assistance Programs, please contact the Office of Family Support in your parish of residence.	All Employees	Enrollment required prior to use.	Employee
<b>Jury Duty</b> All employees are eligible for up to 1 day's pay at straight time (no differentials) to attend jury duty. In addition, after 90 days of employment, full-time employees will be paid at straight time for all scheduled hours absent due to jury duty. (See policy for further clarification.)	All Employees	Immediately Upon Hire	NOHS
<b>Employee Assistance Program</b> Private, confidential assistance to discuss problems of any nature – marital, family, financial, legal and discount service, etc. EAP also offers a 24-hour crisis counseling line that allows immediate access to the EAP. Employee, spouse and children are eligible. EAP phone: 1-800-424-4039 member.magellanhealthcare.com	All Employees	Immediately Upon Hire	NOHS
<b>Credit Unions</b> NOHS employees have the choice of two Credit Unions – Louisiana Central and OnPath. Services provided include checking, savings, Christmas and Vacation Clubs, Certificates of Deposit, Loans, etc.	All Employees	Immediately Upon Hire	Employee
<b>Continuing Education</b> Continuing education is offered through hospital in-service programs, departmental courses and approved outside programs and seminars.	All Employees	Immediately Upon Hire	NOHS
<b>Direct Deposit</b> Employees are required to enroll in direct deposit to have 100% of their payroll checks sent to a financial institution of their choice.	All Employees	Immediately Upon Hire	N/A
<b>RAIN</b> Early access to up to 50% of earned wages. Employees can opt-out within the first 7 days of employment.	All Employees	Upon Hire - after 7 day waiting period expiration.	Employee
<b>Annual Employee Benefit Fair</b> Representatives from benefit vendors come on site to assist employees and answer questions about vendor benefits and products.	All Employees	Immediately Upon Hire	NOHS/Employee
<b>Discounts</b> Discounted meals in the hospital cafeteria. Exclusions on some items may apply. An employee ID badge must be shown.	All Employees	Immediately Upon Hire	NOHS/Employee
<b>Payroll Deductions</b> Gift Shop, Cafeteria and Prescription Center purchases may be payroll deducted. See policy for limitations and guidelines. Uniforms are available for purchase from NOMC Gift Shop and may be payroll deducted.	FT/PT Employees  All Employees	Immediately Upon Hire  Immediately Upon Hire	Employee  Employee
<b>Identity Theft Protection</b> A comprehensive identity theft program for employees and their dependents. A safeguard for finances, reputation and credit against theft and abuse. Employee ID required at time of purchase.	Full Time; and Part-time employees working a min of 20/hrs per week.	Employees must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee
<b>Pet Insurance</b> Pet insurance helps you provide for your pets by reimbursing you for eligible veterinary bills. Plans are available for dogs, cats, birds, and exotic pets. Use any veterinarian.	All Employees	Immediately Upon Hire	Employee
<b>North Oaks Savings Marketplace</b> Benefit that offers discounts on merchandise, travel, and many other items you may purchase routinely. Website: northoaks.savings.workingadvantage.com	All Employees	Immediately Upon Hire	NOHS/Employee