



Summary of Employee Ancillary Benefits. Effective December 1st 2018 – November 30th 2019

ELIGIBILITY

Dental, Vision, Life, AD&D, Acupuncture / Chiropractic, 403(b) retirement:
Must be a regular employee working 20 hours or more per week.

*To be eligible for our medical plans:
 Must be a regular employee working 30 hours or more per week.*

This summary sheet provides an at-a-glance overview of STAND!'s employee benefits package for part time regular employees. Your "Comprehensive Benefits Guide – December 1st 2018 - November 30th 2019 contains details of each benefit plan. Employees must enroll in each plan they wish to have coverage in. Employee premium costs vary for employees, including those choosing coverage for family members. This is a summary only and is subject to change. The certificate of coverage provides more details about coverage.

In addition to the health plans described below, STAND! currently also provides a Transit and Parking Plan Benefit. Further details can be found in your Comprehensive Benefits Guide.

Please note that our Dental and Vision (combined) Plans are only available at the point of initial eligibility, unless other coverage is lost. These plans will not be available at Open Enrollment. Similarly, purchasing additional Life / AD&D insurance without being required to provide evidence of insurability, (EOI) is only possible at the point of initial eligibility.

Dental <i>(participants must also be covered on our Vision Plan)</i>	CalNonprofits Delta Dental Insurance Choose one from Saver – PPO (\$1000 benefit a year) Group # 0327-1106 or Elite - Premier PPO (\$1500 benefit a year) Group # 4278-1107	See Comprehensive Benefits Guide for cost and coverage details. Saver Dental coverage is provided at no cost to eligible employees.	Eligible the 1 st of the month following 30 days of employment in eligible classification. Note: No Open Enrollment.
Vision <i>(participants must also be covered on our Dental Plan)</i>	CalNonprofits VSP (Vision Service Plan) Group # Use SSN	See Comprehensive Benefits Guide for cost details. Vision coverage is provided at no cost to eligible employees.	Eligible the 1 st of the month following 30 days of employment in eligible classification. Note: No Open Enrollment.
Life Insurance / AD&D <i>Includes E.A.P. and Emergency Travel Assistance Programs</i>	UNUM Group Life Insurance Benefit Group Policy # 0143320-001 4 Additional Voluntary Insurance Policy Group # - 138010-109 1	STAND! pays 100% of the premium. Benefit = equivalent one time annualized salary. Coverage includes Unum's Emergency Travel Assistance Services and an Employee Assistance Program. Employees may purchase additional insurance at their own cost.	Eligible the 1 st of the month following 30 days of employment in eligible classification. Note: Evidence of Insurability can only be waived at initial eligibility.
Retirement	Newport Group 403(b) Max Plan Group # S86	STAND! will make a \$1 for \$1 matching contribution* to your retirement account up to 2% of your gross annual salary to a maximum of \$2,000 per year.	*STAND! will match contributions after completing one (1) year of employment AND 1000 hours worked.
Chiropractic and Acupuncture	Landmark Chiropractic and Acupuncture Plan Group # LH839W*017	Voluntary plan paid for by employee. See Comprehensive Benefits Guide for cost details.	Eligible the 1 st of the month following 30 days of employment in eligible classification
Vacation	Length of Service 0 – 24 months 25–36 months 37-48 months 49-60 months 61 months & over	Hours/Pay Period (FTE – for PT staff these hours are pro-rata) 5.00 5.33 5.66 6.00 6.66	Days/12 Months (FTE – for PT staff these are pro-rata) 15 Days 16 Days 17 Days 18 Days 20 Days
Sick Time	For Regular, Full Time employees (40 hours per week) For Regular, Part Time employees (20 to less than 40 hours per week) Temporary employees, or Special, Part Time employees (0 to 19 hours per week)	8 hours per month (Maximum of 12 days per year). Pro-rata based on number of regularly scheduled hours worked per week (eg. employee who regularly works 20 hours per week will earn 4 hours of sick time per month) Per California statutory requirements, 1 hr for every 30 hours worked	Accrual begins on date of hire; Use of accrued vacation time begins 6 months (180 days) after hire date. Accruals pro-rata for P/T employees
Holidays	*New Year's Day *Martin Luther King Jr. Day *President's Day *Memorial Day *Independence Day *Labor Day *Thanksgiving Day *Day After Thanksgiving *Christmas Day *Day After Christmas * Plus two Floating Holidays per year - (one awarded on Jan 1 st and one on July 1 st)	For regular, part time employees, pro-rata based on number of regularly scheduled hours worked per week Paid at employee's regular rate of pay. See Employee Handbook for further information on Holiday benefits.	Effective date of hire.