

# 2024 BENEFITS

for Non-Represented & SEIU Members

Regular or Fixed-Term employees who work at least 40 hours per pay period (0.5 FTE and above) are eligible to participate in all the Health & Welfare plans we offer. The following family members are eligible for benefits: your spouse, your registered domestic partner, and your eligible children up to age 26.

Benefits You May Elect			
Benefit	Who Pays	Eligibility	What You Receive
<b>Health Plans</b>	SHC and You	First day of the month following date of hire	You have a choice of medical plans, including plans with low deductibles that have a Health Reimbursement Account (HRA) and a high deductible plan with a Health Savings Account (HSA). Both HRA and HSA have employer wellness dollars available. Medical plans we offer are Aetna POS, Stanford Health Care Alliance (SHCA) or Kaiser HMO.  Care at Stanford Medicine hospitals and providers is heavily subsidized by Stanford Health Care (SHC).
<b>Prescription Drugs Plans</b>	SHC and You	First day of the month following date of hire	Included with medical plans.
<b>Virtual Care</b>	SHC and You	First day of the month following date of hire	Virtual care is available for all medical plans.
<b>Vision Care</b>	SHC and You	First day of the month following date of hire	Included with medical plans through VSP.
<b>Dental Plans</b>	SHC and You	First day of the month following date of hire	Basic and Buy Up PPO dental plans along with a DHMO plan are available through Delta Dental. The DHMO plan has \$0 employee payroll deductions.
<b>Spending Accounts:</b> Flexible Spending Accounts and Health Savings Account	SHC and You	First day of the month following date of hire	Eligible expenses can be paid for with pre-tax contributions made to a Health Care or Dependent Care Flexible Spending Account.  With a high-deductible health plan, you can open a Health Savings Account to pay for eligible medical expenses with pre-tax dollars, as well as to invest for future health care expenses.
<b>Healthy Steps to Wellness Well-being Program</b>	SHC	First day of the month following date of hire	Access to well-being activities to earn wellness dollars —funds you can spend on eligible health care expenses—up to \$500 for employee coverage and \$1,000 for family coverage.
<b>Basic Life and AD&amp;D Benefits</b>	SHC	First day of the month following date of hire	Life and Accidental Death & Dismemberment coverage is offered through The Hartford at no cost to you, covering 1x salary up to \$50,000.
<b>Buy-Up Life and AD&amp;D Benefits</b>	You	First day of the month following date of hire	You can purchase additional coverage from The Hartford up to 6x your base salary, as well as coverage for your spouse and children. For new hires, proof of good health is not required for coverage up to 3x salary.
<b>Short Term Disability and Long Term Disability</b>	SHC and You	First day of the month following date of hire	State-specific Short Term Disability (where applicable) and company-paid Long Term Disability plans are provided to you. You may purchase Supplemental Short and Long Term Disability insurance.
<b>Retirement Savings Plan</b>	SHC and You	Date of hire	After one year of service: SHC provides benefit-eligible employees a base contribution of 5% and you will also be eligible for up to a 5% matching contribution, scaling up to 8% match based on your years of service.
<b>Paid Time Off</b>	SHC	Date of hire	Exempt employees receive 36 days in year 1 including holidays, increased to 39 days in year 10. Non-exempt employees receive 26 paid days off, increasing to 31 in year 2, 36 in year 5, and 39 in year 10.

## Benefits Provided by Stanford Health Care

Benefit	Who Pays	Eligibility	What You Receive
<b>Back-Up Care</b>	SHC	Date of hire	For a small copay, get up to 80 hours per year of child or adult care when your regular caregiver is unavailable. Copay is \$2/hour for center-based care and \$4/hour for in-home care.
<b>Omada</b>	SHC	First day of the month following date of hire	Manage your health, diabetes or blood pressure and make long-term improvements to your health with dedicated support and free health devices.
<b>Meru Health</b>	SHC	First day of the month following date of hire	Aetna and SHCA plan members have access to online mental health programs, including treatment and coaching services.
<b>Business Travel Insurance</b>	SHC	Date of hire	Accident insurance coverage when you are traveling for business, personal travel assistance and ID theft protection.
<b>Employee Assistance Program (EAP)</b>	SHC	Date of hire	Work-life, legal, and financial counseling services, plus an award-winning online resource center. Receive up to 10 EAP sessions per issue per year at no charge to you, either in person, by telephone, or by video.
<b>Health Advocacy Services</b>	SHC	Date of hire	Get help finding doctors, filing claims, working with Medicare, and more - as well as an advocate when you need to deal with your health plan.
<b>Adoption Assistance</b>	SHC	Date of hire	Stanford Health Care reimburses eligible adoption expenses up to \$10,000 per adoption and up to two adoptions per family.
<b>Tuition Reimbursement</b>	SHC	Following trial period	Get reimbursed for up to \$2,000 per year for eligible coursework.
<b>Bereavement Leave Pay</b>	SHC	Date of hire	Up to three days of pay in lieu of scheduled hours in the event of the death of a family member.

## Other Programs & Services

Benefit	Who Pays	Eligibility	What You Receive
<b>Employee Discounts and Purchase Program</b>	You	Date of hire	Enjoy member-only discounts from BenefitHub, an online marketplace that provides discounts on local merchants, clothing, vacations, event tickets and even automobiles.
<b>Stanford Federal Credit Union</b>	You	Date of hire	You are eligible to join this financial collective, offering competitive loans, credit cards, checking accounts and investment options.
<b>Auto/Home Insurance, Pet Insurance</b>	You	Date of hire	SHC offers you access to programs and services that help you protect what's valuable to you.
<b>Identity Protection</b>	You	First day of month following date of hire	Comprehensive identity theft safeguards and restoration services, including continuous credit monitoring and fraud restoration.
<b>Legal Plan</b>	You	First day of month following date of hire	Access legal services to assist with wills and estate planning, real estate matters, financial issues, family matters, and more.

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