



BENEFITS SUMMARY 2019

Vacation/Sick/Holidays

6 Holidays
3 Personal Holidays
16 Vacation Days your 1st Year

22 Vacation Days your 2nd Year
27 Vacation Days after 5 Years
12 Sick Days Per Year

Medical Insurance

HYP pays 100% of your premium and reimburses all allowable medical expenses with the exception of copays and prescription drug costs. HYP also pays half the cost of dependent premiums.

Dental Insurance: HYP pays 100% of your premium and half the cost of dependent premiums.

Vision Insurance: HYP pays 100% of your premium and half the cost of dependent premiums.

Acupuncture/Chiropractic Plan HYP pays 100% of your premium and we pay half the cost of dependents.

Life Insurance: HYP provides group term life at no cost to employees. Voluntary life insurance is also available for employees to purchase.

Short and Long-Term Disability Insurance: Provided by HYP at no cost to employees.

Flexible Spending Accounts are available for medical, dependent care and transit expenses.

Fidelity 403b

We have a partnership with Fidelity Investments that allows us to automatically take a percentage of your choice out of your paycheck and directly deposit it to your 403b account.

Employee Assistance Program

EAP provides a wealth of resources that can lead to a happy healthy, and well-balanced life. This is covered 100% by HYP and provides an array of services from counseling sessions (8 sessions a year), to financial planning, to weight management coaching, to legal services, to stress management. <https://members.mhn.com/mbh/homepage>

Additional benefits for Union Employees

Guaranteed Step Increases based on length of service. 3% after 6 months of employment, 4% after 18 months of employment, 5% after 30 months of employment and 6% after 42 months.

Education Program: Union employees are encouraged to utilize this \$300 stipend to further their education in a degree-granting program.

Wellness Program: We want to make sure our union employees are taking care of themselves. We offer a \$250 stipend for services like acupuncture, yoga, massages, gym memberships, boxing classes, marathons, facials, etc., and education expenses not covered by the Education Program.