

# United Health Services Hospitals

United Health Services Hospitals is a not-for-profit hospital organization serving the Southern Tier region of upstate NY. Comprised of Wilson Medical Center in Johnson City, Binghamton General Hospital in Binghamton and a network of Family Care Centers, United Health Services Hospitals is one of the region's largest and most respected employers.

## Insurance

### Medical

- Choose from two Preferred Provider Organization (PPO) health insurance plans. United Health Services pays the major portion of whichever health plan you choose.

### Dental

- Choose from two dental plans including a Standard and High-Option plan. We pay the major portion of whichever plan you choose.

### Vision

- Choose from a plan that provides yearly eye exams and eye glasses or contacts through many local participating providers. Program offered at a modest cost to employees.

### Group Life

- You are insured for an amount equal to your annual salary at no cost. You can purchase an amount equal to or twice your basic insurance at the group rate.

### Short Term Disability

- You receive benefits equal to one-half your average weekly earnings (up to a maximum of \$170 a week) for as long as 26 weeks.

### Long Term Disability

- You receive 60% of base salary up to a maximum of \$6,000 a month, reduced by benefits payable by Social Security, after six months of continuous disability. Employee's contribution towards LTD premiums will vary based on length of service.

### Workers Compensation

- You are paid Workers Compensation benefits in accordance to New York State law for any work related injury or illness resulting in an absence of more than seven consecutive days.

### Business Travel Accident

- You have accidental death and dismemberment coverage to a maximum of \$100,000 when traveling on official United Health Services Hospitals business.

## Time Off With Pay

### Paid Time Off (PTO)

- You are entitled to a generous PTO program to cover for vacations, holidays, unexpected illness or absences, and emergency personal days. Accrual starts with your date of hire and you are eligible to take scheduled PTO immediately.

### Bereavement Leave

- You are eligible for up to three days of paid absence due to the death of a member of your immediate family, after completion of your probationary period.

### Jury Duty

- Regular employees are eligible to be paid their regular pay for periods when they are on jury duty.

# Benefits Overview

United Health Services prides itself on being *a great place to work, a great place to practice medicine and a great place to receive care* and we realize that outstanding people are the essential component of an outstanding organization. One of the reasons we are able to recruit and retain the very best employees at all levels is by providing an exceptional benefits package.

Following is a summary of the typical benefits an employee at United Health Services Hospitals would enjoy. Specifics regarding each benefit are detailed in the plan documents, Human Resources Policy Manual or booklets given out to all new employees.

## Financial

### Retirement

- You are eligible for a fully hospital-funded pension program. Retirement benefits may be taken if vested when leaving the Hospitals as a monthly annuity, lump sum or left in the fund until a future date.

### Tax Deferred Annuity

- You may participate in one of many tax deferred annuity programs available for long-term savings.

### Tuition Reimbursement

- You are eligible for reimbursement up to \$1,500 per semester for courses directly related to your job or a related career within United Health Services Hospitals.

### Adoption Assistance

- You are eligible for reimbursement up to 80% of agency fees, legal fees, and court costs up to a maximum of \$1,500 for each adoption proceeding.

### Employee Choice Program

- You may make pre-tax contributions to a flexible spending account to pay for unreimbursed eligible medical, dental and vision expenses.
- You may make pre-tax contributions to a dependant care account to pay for eligible dependant care expenses.
- Contributions towards health insurance premiums may be deducted from your paycheck before federal, state, and social security taxes are calculated.

## Other

### Leave of Absence

- You may be eligible for extended time off from work under appropriate circumstances, normally for family or personal reasons.

### UHS Employees Federal Credit Union

- You have the convenience of an on-site credit union at both Hospital locations.

### Employee Assistance Plan

- Confidential counseling and referral services are available at no cost for you and your family.

### Pharmacy Services

- Prescription drugs may be purchased through United Medical Associates or on-site at both Hospital pharmacies at potentially reduced prices.

### Malpractice Services

- We provide all employees with Professional Liability (Malpractice) Insurance and pay 100% of the premiums.

### Employee Health Office

- Free medical assistance is available through the Employee Health Office for minor illnesses and general health problems.

### Direct Deposit

- Direct Deposit of your paycheck into any authorized financial institution is available.

### Cafeteria

- You have the convenience of a full service, on-site cafeteria at both Hospital locations.

