



CBA Employee BENEFITS AT A GLANCE

Medical | Dental | Vision | Life | Disability | Additional Benefits

BENEFIT TYPE



MEDICAL, DENTAL, AND VISION —

Cafeteria-125 group plan provides BCBS medical, VSP vision, and/or Aetna dental insurance



LIFE INSURANCE AND ACCIDENTAL DEATH DISMEMBERMENT (ADD) —

Life: 2 x salary, max of \$200K, ADD: 2 x salary, max of \$200K



SUPPLEMENTAL LIFE AND ADD —

Voluntary coverage for employee, spouse, and dependents



SHORT TERM DISABILITY BUY UP PLAN (VOLUNTARY) —

Extra 10% of weekly earnings (70% total benefit combined with basic disability benefit), max of \$2,500/week for 13 weeks.



401(K) —

The company sponsored 401(k) plan excludes employees who are part of a Collective Bargaining Agreement (CBA), unless negotiated in by the CBA. Please check your CBA for information regarding eligible 401(k) plans.



PARKING/TRANSIT FSA —

Parking: pre-taxed payroll deduction for parking expenses
Transit: pre-taxed payroll deduction for commuter expenses



ADDITIONAL BENEFITS —

Hospital & Accident Plans, Tricare Supplemental Plan, Verizon or AT&T wireless discount, Figo Pet Insurance Program, LifeBalance Discount Program, Legal Assistance Plan, Identity Theft Plan.



DEPENDENT CARE AND HEALTH FSAs —

Pre-taxed deductions for dependent care or health expenses



SECURE TRAVEL PROGRAM —

Provides emergency medical evacuation and travel assistance when you are 100 miles or more from home.



CIGNA MY SECURE ADVANTAGE —

Services to help with identity theft issues. Services to help build your will and other legal documents. Money coaching.



SHORT TERM DISABILITY —

60% of weekly earnings- max of \$2,000/week for 13 weeks



LONG TERM DISABILITY —

60% of monthly earnings, max of \$7,500/month



REFERRAL BONUS —

\$1,000 referral bonus for exempt hires and \$500 for non-exempt hires. Both employees must remain employed for six months. Some contracts and companies are excluded.



CRITICAL ILLNESS PLAN —

Pays a one-time lump sum benefit amount upon initial diagnosis of a covered disease or illness.



CIGNA ASSURANCE PROGRAM —

Support and assistance such as counseling and financial guidance after the loss of a covered loved one.



EMPLOYEE ASSISTANCE PROGRAM —

Six Employee Assistance Program (EAP) sessions per problem.

CONTINUING EDUCATION

Tuition Assistance:

Based on contract allowance.

UIC University:

Provides FREE access to over 2,500 courses, books, and videos online.

HOLIDAYS

Based on CBA

PERSONAL LEAVE

Based on CBA



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