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EMPLOYEE BENEFITS

Full-time employees (32 - 40 hours per week) and part-time employees (20 to 29 hours per week) may be eligible for some or all of the following benefits. Part-time employees' benefits are prorated.

Group Health Insurance and Dental Insurance

The Center offers the following health insurance options for its employees:

- Employee only
- Employee + employee
- Employee + spouse
- Employee + children
- Employee + family
- Employee + employee + family

Blue Cross Blue Shield of Montana (2 options): \$3,500 deductible and \$5,000 HDHP. The Center contributes to each level offered; **the Center covers 100% of the cost of the Employee Only, Employee + Employee, and Employee + Employee + Family \$5,000 HDHP.** Vision and High & Low dental plans are offered through The Standard. Medical, dental, and vision coverage begin on the 1st of the month following 30 days of continuous employment or open enrollment in June for all eligible employees.

BENEFITS

- 401k Matching Contributions
- Paid Time Off
- Paid Birthday
- Paid Holidays (9)
- PTO Cash Out
- Voluntary donation of PTO hours to fellow employee
- Tuition Assistance
- Paid Life Insurance
- Paid Accidental Death & Dismemberment Insurance
- Workers Compensation
- Unemployment Insurance

OTHER BENEFITS

- AAA Discount
- AFLAC – Individual & Group Products
- Conference and Workshop Assistance
- Direct Deposit
- Employee Assistance Program (EAP)
- Family Medical Leave (FMLA)
- Mileage Reimbursement
- Flexible Spending Account
- Health Savings Account
- LIUNA Pension Fund
- Jury Duty Reimbursement

- Military Leave
- Professional Dues & Licensure Assistance
- Public Service Loan Forgiveness Program
- NHSC for licensed therapists
- Verizon phone discount
- Voluntary Life and Accidental Death and Dismemberment (employee, spouse, and children)
- Nationwide Pet Insurance
- Hope for Our Own – Employee Compassion Committee