

Memorial Community Health, Inc. provides a comprehensive benefit package for its employees.

Benefit	What the employee receives	Eligibility
Cancer Insurance	AFLAC insurance available annually as an employee purchased program through payroll deduction.	Annually in October
Compassionate Leave	Three days paid time off in the event of death in the immediate family.	Upon Employment
Direct Deposit	Available to any financial institution in the United States. Paydays are every other Friday.	Upon Employment
Disability Insurance	Employer paid – 40% of average wage after 5 months of disability.	First of the month following 6 month anniversary. Must be scheduled 24hrs/week.
	Employee Buy-up option – 60% of average wage after 3 months of disability.	First of the month following 6 month anniversary. Must be scheduled 24hrs/week.
Employee Health	Annual Flu vaccine Hepatitis B vaccination series and titre. Varicella and Measles vaccinations Annual comprehensive blood panel at 50% discount.	Upon employment
Flexible Spending Account	Dependent Care – pre-tax wage option for eligible expenses. Health Care – pre-tax wage option for out-of-pocket expenses	Upon employment
Health Insurance	Employee only or Family option. Employee contributions combined with employer contributions.	First of the month following 3 month anniversary. Must be scheduled 24hrs/week.
Holiday Pay	Thanksgiving, Christmas and New Years are paid at time-and-a half	Upon employment
Jury Duty	Payment of wages not covered by jury duty reimbursement.	Upon employment
Leave of Absence	Up to three months off per request	Upon employment
Licensed Staff	One paid day (8 hours) per year for continuing ed. This includes workshop fees and use of company car for travel.	Upon employment
Life Insurance	Employer paid - \$20,000 life insurance for employee.	First of the month following 6 month anniversary. Must be scheduled an average of 24 hrs/week.
	Employee option - \$5,000 life insurance for spouse and dependents for \$1.15 / month.	First of the month following 6 month anniversary. Must be scheduled an average of 24hrs/week.
Meals	Free Coffee, tea, hot chocolate, cappuccino, and toast are also always available and always free.	Upon employment
Paid Time Off	Hours accrue based upon hours scheduled. At completion of first year of employment, a possible 168 hours may be accrued.	At first year anniversary.
Pension	With contribution of 2% of earnings, MCHI will match with 5% contribution.	After 1 year anniversary and 1000 hrs worked for matching contribution. May voluntarily contribute at any time.
Shift Differential	Paid to staff working evening and night shifts.	Upon employment
Short Term Disability	AFLAC coverage available annually as an employee purchased program through payroll deduction.	Annually in October