



**LOMA LINDA UNIVERSITY HEALTH
SUMMARY OF EMPLOYEE BENEFITS
As of 01/01/19**

Some benefits may vary according to employment status. For further information and benefits updates, contact the Graduate Medical Education (GME) office at 909-558-6131, x 66131 or go to <https://one.lluh.org/vip/Departments/LLUSS-Departments/Human-Resource-Management/Benefits>

| BENEFITS | DESCRIPTION | EFFECTIVE | PAID BY |
|--|--|--|-------------------|
| Adoption Benefits | Reimbursement of seventy-five (75) percent of administrative, legal, and medical expense incurred by a benefit eligible employee for the adoption of a child, up to a maximum of \$5,000 per adoption. | Immediately | LLUHEC |
| Blood Bank | Free meal ticket with every donation. For questions, call LLU Blood Club at ext. 47555. | Immediately | LLUHEC |
| Cafeteria Discounts | A discount is available for food purchased at any of the cafeterias. Enrollment in cafeteria payroll deduction program and employee badge required. | Immediately | LLUHEC |
| CPR Training | Basic and Advanced Cardio Pulmonary Resuscitation (CPR) training available to all employees who require certification. For more information go to http://www.llu.edu/lifsupport-education/index.page ? Or contact the Loma Linda Simulation Center at 909-558-7208. | Immediately | LLUHEC |
| Direct Deposit | Direct deposit of paycheck available through Payroll. For more information visit the Payroll website at http://vip.mc.llumc.edu/vip/Departments/LLUHS-Departments/Payroll/Index.page? | Immediately | Employee |
| Discount Tickets | Discounted tickets are available for many Southern California attractions. For more information contact LLU Student Affairs at (909)558-4510 or go to http://www.llu.edu/central/studentaffairs/index.page . | Immediately | Employee |
| Employee Assistance Program (EAP) | Confidential employee support and counseling service to assist with personal or work-related problems. For more information go to http://lomalindahealth.org/medical-center/about-us/employee-assistance/index.page | Immediately | LLUHEC |
| Financial Planning (SmartDollar) | Enrollment provides access to library of online videos and tools geared towards improving financial wellness. | Immediately | Employee |
| Fitness Center (Drayson Center) | Full-time benefit eligible employees, their spouses and their dependent children (per Drayson Center policy) under the age of 18 may use the recreational facilities free of charge. www.llu.edu/llu/drayson | Tuesday after 1 st paycheck | LLUHEC |
| Flexible Spending Account (FSA) | Pre-tax savings for qualified medical or dependent expenses. Health care account and/or dependent care account. | Immediately | Employee |
| Bereavement Leave (Funeral Leave) | Time off with pay in the event of the death of a spouse, children, stepchildren, parents, stepparents, siblings, grandparents, grandchildren, mother-in-law, father-in-law. Contact GME Office for more information. | Immediately | LLUHEC |
| Health Care Plan | It provides a broad range of medical, dental and vision benefits for employee, spouse, and eligible dependents. | Immediately | LLUHEC & Employee |
| Holidays | See House Staff Manual | Immediately | LLUHEC |
| Identity Theft Protection (AllClear ID) | Identity theft monitoring, protection and restoration. Enrollment also provides credit monitoring services. | Immediately | Employee |
| Jury Duty | Up to 15 days per calendar year. | Immediately | LLUHEC |
| Liability/Malpractice Insurance | Comprehensive professional liability coverage for all employees. Applies only when employees are acting within the authorized capacity and scope of assigned duties. | Immediately | LLUHEC |
| Personal Leave of Absence (LOA) | May be granted up to three months with one extension up to, but not to exceed 3 additional months for study, personal matters, etc. Contact the GME Office for more details. | Immediately | Unpaid |
| Retirement Plan (Milliman-MERP Plan) www.millimanbenefits.com | MERP (Multiple Employer Retirement Plan)-Employer Contribution Eligibility – must be at least 20 years of age and work at least 1,000 hours during the calendar year in order for employer to contribute 5% annually of total gross income. All eligible employees are automatically enrolled in the Plan on the date of hire (or the date turned 20 years old). For more information contact ext. 15448. | MERP – 1000 hours, graduated vesting schedule | LLUHEC & Employee |
| Retirement Plan (Milliman-TSA Plan) Tax Sheltered Annuity www.millimanbenefits.com | TSA (Tax Sheltered Annuity)-Employee Contribution (403b) Employee may choose a percentage or dollar amount to be taken out of paycheck per pay period pre-tax, after-tax or both. Maximum of \$18,000/yr. (\$24,000/yr. for 50 years of age or older). For more information contact ext. 15448. | TSA – the first of the month following date of hire MERP – 1000 hours, graduated vesting schedule | LLUHEC & Employee |

| BENEFITS | DESCRIPTION | EFFECTIVE | PAID BY |
|---|--|---|--|
| Ride-Share Program | Free gas vouchers, preferred parking and other incentives available to employees who vanpool, rideshare, bike, walk or take public transportation to work. | Immediately | LLUHEC |
| Spiritual Care | Activities and services to support the spiritual health of our employees and to assist in providing spiritual support to others. | Immediately | LLUHEC |
| Basic Life Insurance | Coverage of \$300,000 provided by LLUHEC and offered through The Guardian Life Insurance Company of America. Contact GME office for more details. | Immediately | LLUHEC |
| Long-Term Disability Insurance (LTD) | Provides income replacement for residents in the case of disability. Contact GME office for more details regarding this benefit. | After 30 days | LLUHEC |
| Vacation | 3 weeks: 1 st year resident. 4 weeks: 2 nd – 8 th year resident. Contact the GME Office for more information. | Immediately | LLUHEC |
| LEGISLATIVE BENEFITS | | | |
| | <ul style="list-style-type: none"> California Family Rights Act (CFRA) Family Medical Leave Act (FMLA) Military Leave – Covered under Veteran’s Re-Employment Rights Act Pregnancy Disability Leave (PDL) Paid Family Leave: http://edd.ca.gov/ Social Security: http://ssa.gov/ State Disability (SDI): http://edd.ca.gov/ Unemployment Insurance: http://edd.ca.gov/ Voting Time: Up to 2 hours of paid time available to employees who cannot vote due to scheduling problems. [Contact GME Office for more details] Workers’ Compensation: Medical benefits & compensation provided during work-related illness or injury. [Contact Risk Management for more details] | <p>12 mths of service & a minimum of 1250 hrs. worked Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p> | <p>Unpaid Unpaid</p> <p>Unpaid</p> <p>Unpaid Employee Both Employee LLUHEC LLUHEC LLUHEC</p> <p>LLUHEC</p> |