



LOMA LINDA UNIVERSITY HEALTH
OUTLINE OF RESIDENT BENEFITS
EFFECTIVE 01/01/16



Some benefits may vary according to employment status. For further information and benefits updates, contact the Graduate Medical Education (GME) office at 909/558-8131, x 88131 or go to <http://vip.mc.llumc.edu/vip/Departments/LLUHS-Departments/Talent-Management-Services/LLUMC/Benefits/Index.page>

BENEFITS	DEFINITIONS	ELIGIBILITY	PAID BY																								
Adoption Benefits	LLUMC/LLIECHE will reimburse up to 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	LLUMC/LLIECHE																								
Blood Bank	Free meal ticket with every donation. For questions, call LLU Blood Club at ext. 47555.	Immediately	LLUMC/LLIECHE																								
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	LLUMC/LLIECHE																								
Christmas Bonus	A Christmas bonus is available for full-time regular employees and part-time regular benefit eligible employees.	Immediately	LLUMC/LLIECHE																								
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/lifesupport-education/index.page ?	Immediately	LLUMC/LLIECHE																								
Direct Deposit	Direct deposit of paycheck available from 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	LLUMC/LLIECHE																								
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	LLUMC/LLIECHE																								
Flexible Spending Account (FSA)	Savings set aside pre-tax for qualified medical or childcare expenses. Health care account and/or dependent care account.	Immediately	Employee																								
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	LLUMC/LLIECHE																								
Health Care Plan <i>Rates Effective 1-1-16</i>	<p>It provides a broad range of medical, dental and vision benefits for employee, spouse, and eligible dependents.</p> <table border="1"> <thead> <tr> <th rowspan="2">Monthly Employee Plan Contribution</th> <th colspan="2">Medical, Vision & Prescription</th> <th colspan="2">Dental</th> </tr> <tr> <th>Wholeness</th> <th>Base</th> <th>Wholeness</th> <th>Base</th> </tr> </thead> <tbody> <tr> <td>Single Coverage</td> <td>\$35</td> <td>\$75</td> <td>\$5</td> <td>\$10</td> </tr> <tr> <td>Two-Party Coverage</td> <td>\$135</td> <td>\$215</td> <td>\$25</td> <td>\$35</td> </tr> <tr> <td>Family Coverage</td> <td>\$210</td> <td>\$330</td> <td>\$50</td> <td>\$65</td> </tr> </tbody> </table>	Monthly Employee Plan Contribution	Medical, Vision & Prescription		Dental		Wholeness	Base	Wholeness	Base	Single Coverage	\$35	\$75	\$5	\$10	Two-Party Coverage	\$135	\$215	\$25	\$35	Family Coverage	\$210	\$330	\$50	\$65	Immediately	LLUMC/LLIECHE & Employee
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Holidays	See House Staff Manual	Immediately	LLUMC/LLIECHE																								
Jury Duty	Up to 15 days (per calendar year) if called to serve (maximum of 8 hours per day regardless of length of scheduled shift missed). Contact the GME Office for more information.	Immediately	LLUMC/LLIECHE																								
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	LLUMC/LLIECHE																								
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																								
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	LLUMC/LLIECHE																								
Tax Sheltered Annuity	Savings set aside for retirement by pre-tax deduction.	Immediately	Employee																								

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Tuition & Textbook Reimbursement	8 units (maximum based upon the Loma Linda University price per unit) per calendar year for employee plus, \$300 reimbursement per calendar year for required textbooks.	Immediately	LLUMC/LLIECHE
Vacation	3 weeks: 1 st year resident. 4 weeks: 2 nd – 8 th year resident. Contact the GME Office for more information.	Immediately	LLUMC/LLIECHE
LEGISLATIVE BENEFITS			
	<ul style="list-style-type: none"> • California Family Rights Act (CFRA) [Contact CareWorks at 1-888-436-9530] • Family Medical Leave Act (FMLA) [Contact CareWorks at 1-888-436-9530] • Military Leave – Covered under Veteran’s Re-Employment Rights Act [Contact CareWorks at 1-888-436-9530] • Pregnancy Disability Leave (PDL) [Contact CareWorks at 1-888-436-9530] • 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 Immediately Immediately Immediately Immediately</p> <p>Immediately</p>	<p>Unpaid Unpaid</p> <p>Unpaid</p> <p>Unpaid Employee Both Employee LLUMC/LLIECHE LLUMC/LLIECHE LLUMC/LLIECHE</p> <p>LLUMC/LLIECHE</p>