

# Employee Benefits

For Full-time Staff



# Medical

- Blue Cross Blue Shield Massachusetts
  - HMO Blue New England 3,000 HCCS
  - Includes: Healthy Actions Wellness program (Up to \$300 Visa GC for participants), 24/7 Nurse Line, Flu Shot Information, Blue Card Program, \$9 Generic Medications Program, Emergency Room Alternatives, Weight Loss Reimbursement, Virtual Fitness, Mail Order Prescription Service, and more
- Voluntary Dental (through BCBS)
- Voluntary Vision (through EyeMed)

# Additional Policies & Programs

- Health Reimbursement Arrangement (HRA)
- Flexible Spending Account (FSA)
- Employer Paid Life and ST/LT Disability (through SunLife)
- Employee Assistance Program (through ComPsych)

# Services Provided by CRI

- 401(k) Retirement Plan
  - Employees (aged 21+) are eligible to contribute to accounts the first of the month after one year of service and 1,000 hours worked in a calendar year
  - CRI matches contributions dollar for dollar up to 5% of annual income
- Cell phone and data plan
  - Employee option to opt-in to unlimited voice, data, text using current phone number or new work number
  - Heavily discounted pricing on all phones, including 24-48 hour replacement plan for phones on the CRI Plan

# Services Provided by CRI (cont.)

- Parental Leave
  - Eligible employees are entitled to apply through the Massachusetts Department of Paid Family and Medical Leave for temporary income replacement and benefits for up to 12 weeks in a benefit year due to the birth, adoption, or foster care placement of a child
  - This program runs concurrently with CRI Short Term Disability through Sun Life and other CRI benefits

## Services Provided by CRI (cont.)

- Full access to the boathouse and facilities at no-cost
- Free rowing and fitness classes for employees and heavily discounted programming for immediate family members and children
- Free boat storage for frequently used singles
- A Blue Ocean megaphone (\$395 value) free of charge for the duration of their coaching career at CRI

# Paid Time Off

- For starting employees, CRI provides
  - Vacation Time - 120 hours years 1-3, 160 hours years 4-7 and 200 hours years 8+, allowing carryover of up to 40 hours
  - 40 hours / 1 week paid between December 25 & January 1 (holiday shut down) for all benefit eligible employees
  - 88 hours/11 paid federal and state holidays
  - This totals over 248 hours/nearly 5 weeks of paid time off annually for starting employees
  - 40 sick hours in accordance with state requirements

# Paid Time Off (cont.)

- Additional Vacation Detail
  - Vacation can be “borrowed” in order to accommodate staff time off schedules based on anniversary date
  - Up to 40 hours of unused vacation can be carried forward to the next accrual year
  - Additional options for paid time off with approval