

RN Employee Benefits Summary

BENEFIT TYPE	BENEFIT	WHO IS ELIGIBLE	WHEN ELIGIBLE	PAID BY
Vacation	Accrual rate ranges from .0615 hours per hour paid (128 hours maximum per year) to .1077 hours per hour paid (224 hours maximum per year) depending upon length of service. Maximum accumulation of 300 hours.	Employees working at least .10 FTE or greater.	Accruals begin at time of employment. May use a maximum of sixteen (16) hours during first six months of employment.	OHSU
Holidays	8 compensable holidays. Employees accrue .0308 holiday hours for each hour paid to a maximum of sixty-four (64) holiday hours per calendar year. Accruals accumulate in employees' Compensatory Time bank.	Employees working at least .10 FTE or greater.	Immediately.	OHSU
Sick Leave	96 hours per year for full-time; accrual is pro-rated for part-time; No maximum balance.	Employees working at least .10 FTE or greater.	Accruals begin at time of employment. Benefit is available for use immediately after accrual.	OHSU
Medical and Dental Insurance	Several preferred provider medical plan options available at varying coverage levels and costs. All medical plans include vision and prescription coverage. Choice between three dental plans.	Regular employees working at least .5 FTE in an eligible position.	First of the month following date of hire/enrollment	OHSU/Employee
Other Insurance	Options include term life insurance (including dependent life), short- and long-term disability, accidental death and dismemberment insurance and long-term care insurance.	Regular employees working at least .5 FTE in an eligible position.	First of the month following date of hire/enrollment	OHSU/Employee
Dependent Care Flexible Spending Account (DFSA)	The use of pre-tax dollars for eligible childcare expenses, up to \$5,000 per year.	Regular employees working at least .5 FTE in an eligible position.	First of the month following date of hire/enrollment	Employee
Healthcare Flexible Spending Account (HFSA)	The use of pre-tax dollars for eligible health care expenses, up to \$5,000 per year.	Regular employees working at least .5 FTE in an eligible position.	First of the month following date of hire/enrollment	Employee
Retirement	OHSU contributes 6 percent to each employee's account on their behalf. Additional employer contributions vary by plan, averaging 5 percent. Employees choose between: 1. University Pension Plan: Defined contribution plan with graduated vesting to 100 percent. 2. Oregon Public Service Retirement Plan: Defined contribution and benefit plan with 100 percent vesting after five years.	Employees who have worked at least six months in a qualifying position requiring 600 hours per year and 50 hours or more per month.	First day of the month following six full months of employment.	OHSU

OREGON HEALTH & SCIENCE UNIVERSITY

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University Voluntary Savings Program (UVSP)	Optional payroll contribution into a 403(b) and/or 457(b) plan to supplement retirement income with tax deferred advantages. Several investment companies available.	All employees.	Immediately.	Employee
Credit Union	Eligible to join OnPoint Community Credit Union, Advantis Credit Union or First Tech Credit Union; Savings deposits and loan payments through payroll deductions.	All employees.	Immediately.	Employee
Staff Fee Program	Up to ten (10) credit hours per term at a substantially reduced fee for eligible course work at any college or university in the Oregon University System. Fee reduction amount varies for OHSU School of Nursing Graduate courses based on employee's length of service (see ONA Collective Bargaining Agreement for details.)	Regular employees working at least .5 FTE in an eligible position.	Immediately.	
Employee Assistance Program (EAP)	Confidential counseling and referral services for employee and immediate family members.	Regular employees working at least .5 FTE in an eligible position and all resource nurses.	Immediately.	OHSU
Alternative Transportation	Tri-Met pass available at significantly reduced cost. Discounted parking fees for night shift staff.	Regular employees working at least .5 FTE in an eligible position.	Immediately.	OHSU/Employee
Wellness Program / Fitness & Sports Center	On-site (Marquam Hill) fitness and sports facility available for employee use at a nominal fee; Wellness Program provides free life-style coaching and classes on a variety of wellness topics; monthly wellness tips.	Regular employees working at least .5 FTE in an eligible position.	Immediately.	OHSU/Employee
Other Discounts	Discounts and special offers on various products, services and events from local companies.	All employees.	Immediately.	Employee

Other Important Information:

OHSU University Flex is a cafeteria-style benefit plan, allowing eligible employees to use benefit dollars provided by OHSU to purchase benefits that best meets their own personal and family needs. Employees may receive cash back for benefit dollars not used or may incur deductions from pay for additional benefits purchased beyond the benefit dollars received. Enrollment in plans must occur within 60 days of becoming eligible. Domestic partners may be enrolled in the plans.

Employees working at least .5 FTE (excluding temporary and student employees) are eligible to participate in the flexible benefits program. Temporary employees may participate in the retirement plans if eligibility requirements are met.