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SAINT ELIZABETH COMMUNITY

Trusted Care Since 1882

THE BENEFITS OF JOINING OUR TEAM

Saint Elizabeth Community offers an exceptional benefits package to employees working in staff positions of 20+* hours per week! We offer superior staffing ratios and mission-driven care environments.

**24+ hours for Saint Elizabeth Home Care*

Health, Dental and Vision Insurances:

Blue Cross Blue Shield of Rhode Island

DELTA DENTAL

vsp

Our insurance plans are high-quality, low-cost options with trusted carriers. Our Blue Cross Blue Shield health insurance offers exceptional coverage; Delta Dental and VSP Vision round out our insurance options. Eligible employees may elect from any combination of these plans on a pre-tax cafeteria-style selection basis. Our health plan features an HRA that is partially funded by Saint Elizabeth Community, minimizing the deductible cost for covered individuals and their families. After the deductible, our medical plan features 0% co-insurance. Eligible employees can enroll in their desired insurance coverage on the first of the month following 30 days of employment.

Flexible Spending Accounts:

Flexible Spending

Employees may elect to enroll in Flexible Spending Accounts for medical and/or childcare costs. These accounts provide a tax benefit, as well as the convenience of having your annual election fully available to you on a pre-loaded debit card as soon as you start using the benefit!

Generous Paid Time Off*:

Staff positions of 20+ hours per week, and Pay-In-Lieu positions (where available) feature a generous paid time off benefit that includes a combination of paid vacation, personal time, pto (sick time), and paid holidays. Check with your hiring manager for the exact paid time off program applicable to your position, status and location. Please note that employees working less than 40 hours per week receive their paid time off allotment on a pro-rated basis.

**24+ hours for Saint Elizabeth Home Care*

Childcare Reimbursement Program:

In an effort to assist our working parents, we offer a childcare reimbursement program. The reimbursement equals 50% of the weekly cost of childcare, to a maximum of $75 per child per week. Employees must submit receipts (proof of payment) from a licensed childcare provider to receive reimbursement. Part-time employees receive this benefit on a pro-rated basis based on their scheduled hours. Employees are eligible for this benefit upon hire (no waiting period.)

Tuition Reimbursement:

A tuition reimbursement of up to $1000 per year is available for an accredited educational program related to your career with Saint Elizabeth Community.

RN/LPN Student Loan Repayment Assistance:

Repayment of your nursing loan at a rate of $200 per month after 90 days of employment. Part-time employees receive this benefit on a pro-rated basis.

Referral Bonus Program:

Our referral bonus allows current employees the ability to earn money by referring employees to work for Saint Elizabeth Community. Employees making a referral earn $1.00 for every hour that their referral works for the first year of their employment… This could be $500, $1,000, $2,000… or much more!! There is no limit to the number of new employees you can refer, and bonuses are paid out quarterly.

403(B) Retirement Plan with Employer Contribution:

EMPOWER

Our 403(B) plan through Empower offers employees an excellent retirement savings vehicle. The plan features a 3% employer contribution, which is added to your account regardless of your own contribution amount. The plan also features a waivable auto-enrollment at a 3% contribution rate after 30 days of employment.

Daily Overtime:

Some locations pay overtime on a DAILY basis for hours worked in excess of 8 per day, provided the employee works at least 12 hours in that day. Daily overtime is paid at a rate of 1.5 times your regular payrate, regardless of your total hours worked for the week. This allows, for example, a CNA at Saint Elizabeth Home working one double shift as their only work for the week to receive half of their weekly pay at the overtime rate. This is especially beneficial for employees normally scheduled for less than 40 hours per week, with the ability to pick up shifts as “doubles.” This benefit allows these individuals to work under 40 hours, and still receive a significant portion of their pay at the overtime rate.

Short Pay:

In the event that a staff member calls out and the remaining staff are “working short,” the remaining staff are paid a premium payrate for the time when they were “working short.”

No Lock-Ins:

We do not “lock-in” staff in the event of callouts or staffing shortages.

Per Diem (RN/LPN/CMT/CNA only) and Pay In Lieu Payrates:

Add to your hourly rate by electing Per Diem or Pay-In-Lieu status where available. Per Diem employees do not have access to our benefits package; Pay-In-Lieu employees have access to our benefits package, with the exception of medical coverage.

Shift and Weekend Differentials:

Please note that shift and weekend differentials are added onto pay rates where applicable; check with your hiring manager for details on which differentials apply to your position, status and schedule.

Employee Assistance Program:

Saint Elizabeth Community offers a no-cost Employee Assistance Program to employees. This service is available to staff and their families at no charge through Coastline EAP. The service can assist with everything from stress and anxiety, to legal and financial issues. Confidential counseling is available 24 hours a day, 7 days a week.

Life Insurance:

Eligible employees receive no-cost life insurance in the amount of $10,000.

Perfect Attendance Bonuses:

Eligible staff at Saint Elizabeth Home receive quarterly bonuses for perfect attendance.

Employee Recognition Programs:

We value and appreciate our staff, and offer a variety of recognition programs at our locations.

• Adult Day Centers • Assisted Living • Home Care • Elder Justice
• GREEN HOUSE® Homes • Long Term Nursing Care • Memory Care
• Rehabilitation • Senior Apartments

stelizabethcommunity.org

A non-profit, nonsectarian 501(c)(3) charitable organizationand CareLink Partner.