

**ReBuilding Center Employee Benefits Summary for Applicants 2022**

Regular Full-Time and regular Part-Time employees working 20+ hours per week are eligible for all benefits. Part-Time employees working between 20-35 hours per week receive pro-rated benefits based on the number of hours per week (example: 20 hours/week = 50% benefit, 30 hours/week = 75% benefit). Part-time employees working fewer than 20 hours/week are eligible for EAP, pro-rated time off, and 401(k) benefits.

*The following description is based on full-time status.*

**Time Off:**

* 7 paid holidays/year (New Year’s Day, Memorial Day, Juneteenth, July 4th, Labor Day, Thanksgiving, Christmas)
* Accrue up to 3 weeks paid vacation/year (120 hours)
* Accrue up to 2 weeks sick leave/year (80 hours)

**Medical:**

* Kaiser Permanente
* RBC pays 100% of employee premiums and 50% of dependent premiums for Silver-level plans
* Gold buy-up option available at employee cost (about $80/month for employee-only coverage)
* High-deductible with up to $1,200/year health savings account option available

**Dental & Vision:**

* Standard Insurance
* RBC pays 100% of employee premiums and 50% of dependent premiums

**Life:**

* Standard Insurance
* $25,000 life insurance policy at no cost to employees

**Short-Term Disability:**

* Standard Insurance
* 2/3 wage replacement insurance for up to 90 days (pre-existing condition exclusions apply)
* No cost to employees

**Voluntary Life, Accident, & Critical Condition:**

* Colonial Life
* Coverage available for employees & dependents
* 100% employee-paid

**Employee Assistance Program:**

* Standard Insurance
* Up to 3 visits/year per occurrence for employee and dependents
* No cost to employees

**401(k):**

* Ascensus & CSNW Benefits
* 100% of plan fees paid by RBC
* Individualized retirement plan advice