

Worthington MNA Health & Welfare Benefits

Benefit	2023
Benefit Eligibility	Per Pay Period
	Full Time: 64+ hours Part Time: 24-63 hours
Health Insurance	
Coverage Types	Gold / Traditional / Value 4 tiers for Trad & Value [NEW]
Health Savings Account Match	\$500/\$1,000
Dental Insurance & Vision Insurance	
Base and Enhanced Plan	All benefit eligible 4 tiers [NEW]
Voluntary Benefits	
Flexible Spending Accounts	Medical, Limited Purpose, Dependent Care
Life Insurance	
Basic Life Insurance (only eligible if working 32 hours/pay period)	Coverage equal to \$10,000
Voluntary Life Insurance	Self-coverage in increments of \$1,000- \$300,000 (can not exceed 5Xs salary)
Spouse Voluntary Life Insurance	Increments of \$1,000-\$300,000 (same as employee)
Child Voluntary Life Insurance	Maximum \$5,000
Disability Insurance	
Long Term Disability Insurance	66 2/3 of monthly salary up to \$5,000 Full-time Only

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Retirement	
401(k)	Eligible for an employer match of 100% on the first 4%; 50% on the next 2% employee deferral. Vested in employer match dollars following 2 years of service.
Time Off	
Vacation	
Full time Accrual	1 year of service – up to 15 days 3 years of service – up to 20 days 20 years of service – up to 25 days
Cap	No Cap
Termination Payout	100% if employed for 1 year and give 4 weeks notice
Holiday	
Holidays	New Years, Easter, Memorial Day, 4 th of July, Labor Day, Thanksgiving, Christmas, two floating holidays
Holiday Premium	2x for employees
Sick	
Sick Cap	Cap of 576 hours
Termination Payout	75% if employed for 10 years or retirement after age 62
Leave	
Funeral/Compassionate	3 days for immediate family member, 1 day for other relatives
Education	Up-to 24 Months - unpaid
Personal	Up-to 6 months - unpaid
Other	Marriage and Childcare
Jury Duty	Paid for regularly scheduled hours