



BENEFIT	BENEFIT EXPLANATION	WHEN ELIGIBLE	ELIGIBLE				PAID BY
			FT	PT	PT	PD	
			60-80	40-59	32-39		
Disability Insurances (The Standard)		Immediately upon hire or status change date.	Yes	Yes	No	No	NRHN
Long Term Disability	Accident or Illness disability insurance protection lasting longer than 90 days. Benefit: 60% of gross base monthly salary up to a maximum of \$6,000/month.						
Voluntary Short-Term Disability	Accident or illness disability insurance protection lasting longer than 14 days. Benefit: 70% of weekly base salary up to a maximum of \$1,000/week. 12/12 pre-existing clause.						Employee
Aflac		1st of month following date of hire.	Yes	Yes	No	No	Employee
Accident Insurance	Helps offset unexpected expenses that may occur due to an accidental injury at home or work.						
Critical Illness Insurance	Helps preserve your lifestyle in the event of a critical illness such as stroke, heart attack, cancer, etc. \$10K or \$20K benefit value amounts offered.						
MetLife Legal Plan	Legal representation and consultation provided through MetLife Legal Plans.	1 <sup>st</sup> of the month following date of hire.	Yes	Yes	No	No	Employee
EAP (Employee Assistance Program)	Available for employees and their household family members. Please contact HR for more information.	Immediately upon hire or status date change.	Yes	Yes	Yes	Yes	NRHN
Farmer’s Home/Auto Insurance	Discount offered through Farmers Insurance when Payroll deduction option is elected. Contact Michelle Gendron at <a href="mailto:MGendron@Farmersagent.com">MGendron@Farmersagent.com</a> or 603-497-3450	Immediately	Yes	Yes	Yes	No	Employee
Liberty Mutual Auto/ Home & Pet Insurance Protection	Discount offered through Liberty Mutual. 603-898-1747, x52140. Direct bill only.	Immediately	Yes	Yes	Yes	Yes	Employee
Employee Health	Meets all Federal and State Requirements. 603-681-3190	Immediately	Yes	Yes	Yes	Yes	NRHN
Holidays	6 Holidays per year (used from Paid Time Off total).	Immediately	Yes	Yes	Yes	No	NRHN
Tuition Reimbursement	Up to \$1,500/calendar year. Accredited undergrad/grad courses and certifications. Pre-approval required by Division VP and HR.	Immediately following removal of probationary status.	Yes	Yes	No	No	NRHN
Internal Continuing Education	Internal Training Sessions – Check with Supervisor for details.	Immediately	Yes	Yes	Yes	Yes	NRHN
Paid Time Off	Pro-rated based on number of hours worked and length of service.	Immediate accrual.	Yes	Yes	Yes	No	NRHN
Leave of Absence	FMLA, Military and Personal LOA available; unpaid. Mass PFML for Massachusetts-based employees. Bereavement and Jury Duty; paid.	Please refer to Hospital-Wide Policies and/or Employee Handbook for clarification and eligibility.	Yes	Yes	Yes	No	NRHN/ Employee

Harvard Pilgrim Healthcare – 2025			
\$4,000/\$8,000/\$12,000	Employee	Employee +1	Family
FT (30-40 hrs./wk.)	\$154.57	\$326.14	\$434.34
PT (20-29 hrs./wk.)	\$252.93	\$533.69	\$710.74

Delta Dental - 2025			
	Employee	Employee +1	Family
FT (30-40 hrs./wk.)	\$13.07	\$18.48	\$32.27
PT (20-29 hrs./wk.)	\$17.50	\$26.21	\$45.98

Vision Service Plan – 2025			
	Employee	Employee +1	Family
FT (30-40 hrs./wk.)	\$3.02	\$4.38	\$7.86
PT (20-29 hrs./wk.)	\$3.02	\$4.38	\$7.86