



Biological
Discovery
in Woods Hole

2015 MBL Summary of Benefits

Coverage for insurance benefits plans begins on the first of the month. Premiums are semi-monthly based on full time employment or part time 30+hrs/week.

Medical and Prescription Drug –Blue Cross Blue Shield (BCBSMA)

HMO Blue - MBL pays 90% of the premium for Single coverage, 70% for Family coverage based on the HMO Blue New England rates.

Single	\$ 32.60	Family	\$ 245.72
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Blue Choice POS New England – Employees pay the difference in cost between HMO Blue and Blue Choice POS.

Single	\$50.30	Family	\$268.97
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Dental– BCBSMA Dental Blue – MBL pays 100% of the premium for Single coverage, employees pay the difference in premium between Single and either +1 or Family

Single	\$0.00
Employee +1	\$ 11.36
Family	\$ 20.39

Vision –MBL offers a voluntary, employee paid vision plan through Vision Service Plan (VSP).

Single	\$2.77	Family	\$5.94
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Life/AD&D– MBL offers Life/AD&D insurance through The Hartford in the amount of two times salary. MBL pays 100% of the premium.

Long-Term Disability (LTD) – MBL offers LTD insurance through The Hartford. LTD covers 60% of pay after a 90 day elimination period. MBL pays 100% of the premium.

Paid Time - Sick Time – Employees accrue 13 sick days/year. **Holidays** –MBL offers 10 paid holidays/year + 2 Floating Holidays. **Vacation Time** – Vacation time is accrued based on years of service, beginning with 12 days/year.

Flexible Spending Accounts – Employees may make pre-tax contributions up to \$2,500 for healthcare expenses and up to \$5,000 for dependent care expenses. The plan is administered by HRC Total Solutions

Tax Deferred Annuity Plan – Employees may make tax-deferred or after-tax Roth contributions to a TIAA-CREF account.

MBL Retirement Plan – The MBL contributes 10% of salary to the Retirement Plan to a TIAA-CREF account. Eligibility is two years of service however service at other government or non-profit institutions may count toward this requirement. Contributions are immediately fully vested

Employee Assistance Program (EAP) – The MBL provides LifeScope, an EAP which provides free and confidential counseling to employees and family members.

Refer to the specific Summary Plan Descriptions (SPD) for more detailed information.