



## Biological Discovery in Woods Hole

### **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.

Blue Choice POS New England – Employees pay the difference in cost between HMO Blue and Blue Choice POS.

**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

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

**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.

**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.

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