



EMPLOYEE BENEFITS

ALTAVISTA AREA YMCA

Full-Time Employees

Part-Time Employees

Seasonal Employees

Medical Insurance Y pays a portion of the employee's monthly cost. 60 day waiting period. 2 plans to choose from. Eligibility: full-time	YMCA Retirement Fund 401(a) defined contribution pension plan paying 9% of your salary. Employee pays 3% Eligibility: all employees over the age of 21, 2 years of service and 1,000 working hours each year	Employee Full Facility Membership For employee while working at the Y. Nationwide Membership is not available
Short Term Disability After 7 day waiting period, employee eligible for 12 weeks of short-term disability. Eligibility: full time	403(b)Smart Savings Employee contributions deducted from paycheck pre-taxed or post-tax. Eligibility: all employees	
YMCA Retirement Fund 401(a) defined contribution pension plan paying 9% of your salary. Employee pays 3% Eligibility: all employees over the age of 21, 2 years of service, and 1,000 working hours each year	Program Discounts If you (or your family member) wish to enroll in a program, you may register for the program at 50% of the regular fee, or pay the direct costs, whichever is more.	
403(b)Smart Savings Employee contributions deducted from paycheck pre-taxed or post-tax. Eligibility: all employees	Paid Vacation Vacation includes medical time off. Vacation is paid based on the employee's current hourly rate of pay, excluding overtime and other compensation. You must have accrued the number of vacation hours employee wishes to take (no borrowing).	
Life Insurance, Accidental Death & Dismemberment Insurance Y provides up to \$25,000 and doubles for accidents. Y pays the premium. Eligibility: full-time	Child Care Services Benefit may be available for part-time staff while working	
Bereavement Leave 3 days off for in-state and 5 days off for out of state Eligibility: full-time	Employee Full Facility Memberships Individual use of the Y facilities at no extra charge. Eligibility: all employees. Family receives a basic membership	
Dental and Vision Insurance Discounted rates for employees and eligible dependents Eligibility: full time employees		
Program Discounts 50% off program with direct cost to the Y Free with programs with no direct cost to the Y. Eligibility: full time employees		
Vacation Vacation includes medical time off. The period of service is based on all periods of employment. Employees with previous employment at another Y will be entitled to earn vacation benefits based on their total years of continuous, full-time Y service. Vacation is paid based on the employee's current hourly rate of pay, excluding overtime and other compensation. You must have accrued the number of vacation hours you wish to take (no borrowing). Eligibility: full-time		
Federal Holidays 11 paid holidays for salary Restrictions apply for hourly Eligibility: full-time		
Child Care Services Up to no fees, depending on age of child. Eligibility: all employees (salary vs hourly)		
Employee Full Facility Membership Individual use of the Y facilities at no extra charge. Eligibility: all employees. Family receives a basic membership		

For a complete list of employee benefits, please refer to the employee handbook