


# Your Union-Won HSBP Benefits-At-A-Glance

## Cambridge Health Alliance

Committee of Interns and Residents
SEIU Healthcare

# Welcome to the House Staff Benefits Plan (HSBP)!



Dr. Trina Van
CIR President

## Message from your CIR-SEIU President

**Being part of this union means having real rights, protections, and benefits that far outpace those without unions.**

These rights have been fought for and won by members like you through years of organizing and negotiating. When we stand together, we can achieve so much more. Once you enroll for your HSBP, you will be eligible for a benefits package that is even stronger than typical employment benefits packages. And the best part is: there are no additional payroll deductions. **That is the CIR difference!**

We're proud of what your colleagues have won and look forward to working with you to expand these benefits for all members and secure them for the next generation of residents and fellows.

*In solidarity,*
*Trina Van*

This Benefits-At-A-Glance describes the benefits provided through the House Staff Benefits Plan (HSBP) for you and your covered dependents as of July 1.

Residency is demanding. That's why HSBP Trustees recognize the importance of providing additional benefits coverage to help ease that burden.

The only authorized information concerning your benefits is in writing from the Board of Trustees acting in their official capacity and whose sole decision regarding benefits is final. The trustees reserve the right to change or discontinue the eligibility rules and the type and amounts of benefits under this Plan at any time.

In the event of any conflict between the description of your benefits in this Benefits-At-A-Glance and the terms of the applicable Summary Plan Description and any amendments (SPD), the SPD shall control.

Best wishes for a successful and fulfilling medical career,
**Your HSBP Trustees**

# Eligibility: Who is Covered?

After you enroll in the HSBP, you and eligible dependents will receive the comprehensive benefits provided in this plan. Eligible dependents include:

- Spouse, children up to age 29, same-sex and opposite-sex domestic partner










Please be advised there is a Domestic Partner Imputed Tax. For more info email benefits@cirseiu.org

# Enrollment

## To enroll in coverage:

- **Complete a membership form** within **31 days after your first day of work**.
- You can find your membership form on your hospital page by visiting cirseiu.org and selecting your hospital from the drop-down menu or map then click "Join CIR."

**You and your enrolled family members' coverage starts on your first day of work.**

Outside of orientation and open enrollment (July) there are circumstances where special enrollment is possible. Please see HERE for a HIPAA Notice of Special Enrollment Rights.

**Scan QR code for HIPPA Notice of Special Enrollment Rights**

# What You Need to Enroll

### During open enrollment in July you will need to provide:

- A Social Security Number (SSN) for you or your covered dependents.
- A copy of a marriage license or birth certificate(s) for children. If you are missing either of these documents, you can submit this affidavit instead via this update form.
- A Domestic Partner Application, if you are enrolling a domestic partner. You can find the Domestic Partnership Application HERE.

### Scan QR codes for:

**Affidavit Form**

**Update Form**

**Domestic Partner Application Form**

# Learn More About Your Benefits

Our CIR Benefits Team are trained professionals ready and available to answer questions and/or assist you in accessing your full benefits.

- Visit our website at cirseiu.org and find your hospital page by selecting your hospital from the drop-down menu or map then click “Benefits Page.”
- Email the CIR Benefit Fund Office at **benefits@cirseiu.org**
- Read the Summary Plan Description (SPD), a complete description of your benefits and your rights, and serves as the Plan Document — also located on your hospital Benefits Page under “Important Links.”

# Your Dental Benefits

## PROVIDER: Guardian

Our national dental plan is designed to deliver comprehensive, high-value national coverage that supports both preventive care and more advanced treatment needs. By expanding access to in-network providers and enhancing no-cost benefits for routine services—with little to no out-of-pocket expenses—the plan reinforces our commitment to members' well-being while promoting long-term oral health.

| Dental Benefits At-A-Glance | DENTAL GUARD PREFERRED | |
|---|---|---|
| | In-Network | *Out-of-Network |
| **PREVENTATIVE CARE** (Oral exams, Cleanings once/6 mo, X-Rays once/6 mo) | 100% | 100% |
| **BASIC** (Fillings, Extractions, Endodontic Services, e.g. Root Canal) | 100% | 100% |
| **MAJOR SERVICES** (Bridges, Dentures, Single Crowns, Inlays, Onlays & Veneers) | 60% | 60% |
| **ORTHODONTICS LIFETIME MAXIMUM** | $1,800 | $1,800 |

* You pay any charges above the Usual and Customary Rate (UCR). There is a $25.00 annual deductible.




This is a sample of the Dental ID card, which you can find and download on the Guardian app. Each family member will have their own ID card. See information below to download the app.

## Guardian Guardian App

Easy access to your dental benefits:

- View your annual dental plan details, including maximums, deductibles, and covered services
- Find a network dentist
- Download and save your id card
- View and track the status of your claims

**Scan QR code to download Guardian app**

**For iOS** **For Android**

# Your Vision Benefits



## PROVIDER: DavisVision™

It's easy to take good vision for granted. However, getting your vision checked each year is just as important as your annual physical. That's why the Plan offers vision benefits through Davis Vision, which includes eye exams, eyeglass lenses and frames, and contact lenses. **Download the Davis Vision app to find an In-Network optometrist, view your benefits, and access your ID card.**

**Vision Benefits At-A-Glance**
(Amounts are what YOU pay, unless noted otherwise)

| | VISION BENEFIT<br>Davis Vision Provider |
|---|---|
| **EYE EXAM**<br>(one every year beginning July 1) | $0 |
| **LENSES**<br>(one pair every year beginning July 1) | $0 |
| **FRAMES** (one pair every year beginning July 1 in lieu of contacts) | Any fashion, designer or premier level frame FREE from Davis Vision Collection |
| **NON-DAVIS VISION FRAME** | $130 allowance toward any frame plus 20% off any balance with no co-payment |
| **CONTACT LENSES** (every year beginning July 1 in lieu of frames) | $0<br>Covered in full two boxes/multi-packs from Davis Vision Collection |
| **OUT-OF-NETWORK BENEFITS** | $50 towards eye exam,<br>$150 towards materials |






This is a sample of the Davis Vision ID card, which includes your CIR Member ID number. You will receive this ID card in the mail from the insurer. Only the primary card holder's name will appear on this card.

# Out-Of-Network Benefit

You may receive services from an out-of-network provider, however, you will receive the greatest value when you go in-network. If you choose an out-of-network provider, you will receive a maximum of $50 per year toward an eye exam and $150 toward materials. You must file a claim with Davis Vision to be reimbursed.

# Your Disability Benefits

For purposes of our disability benefits, "disabled" means you can no longer perform the duties of your occupation due to accidental bodily injury, sickness, or a related medical condition, including pregnancy or childbirth. You must also be under the care of a licensed provider as defined by the state in which you work.

## standardsecurity Short-Term Disability

Coverage begins on the eighth (8th) day of your disability. The maximum benefit payable is 60% of your weekly salary, up to $692 per week, for up to 26 weeks. For complete guidelines, refer to your Summary Plan Description (SPD) booklet located on your hospital Benefits Page under "Important Links." If you are going out on a disability leave, contact your employer as soon as possible.

## Guardian Long-Term Disability

The LTD plan pays you 60% of your monthly salary, up to a maximum of $3,500 a month, in the event of a disability. LTD benefits typically start if you are still disabled after 26 continuous weeks. During your training and upon termination of employment, you have the option to obtain a guaranteed individual policy, subject to certain conditions.

## INSMED INSURANCE AGENCY, INC. InsMed

Eligible CIR members have access to an exclusive opportunity to secure permanent, portable disability insurance designed to protect both your current income and your future earning potential. You may obtain up to $15,000 of specialty specific disability insurance coverage that can increase the amount of income you would receive during an unexpected accident or illness.

Scan QR Code or click HERE to learn more

# Benefits Continued

## Guardian Employee Assistance Program ComPsych

Managing life's challenges can be tough during residency. Compsych is a free confidential employee assistance program provided through Guardian. **Counselors are available 24/7 to assist you with family and personal issues you might be facing or questions you might have.**

*Anxiety*
*Dependent Care & Caregiving*
*Depression*
*Drug & Alcohol Dependency*
*Grief Assistance*
*Legal & Financial*
*Lifestyle & Fitness Management*
*Parenting*
*Pet Care*
*Work Issues And More.*

## IdentityForce. TransUnion Credit Benefit

Our new identity theft benefit protects you and your family starting on your first day of work. The program is free for individuals and $7.50/month for families. Email benefits@cirseiu.org for more information.

- Continuously monitor your personal data to keep it secure
- Warn you before identity theft strikes with alerts on your computer, phone or tablet
- Offer comprehensive, 24/7 recovery services if identity theft does strike

## *Summary Plan Description*

Full benefits description, including other important information and required notices can be found in the SPD:

- Claims Review
- Appeal Procedures
- HIPAA Privacy Practice
- Leave for Military Service
- ERISA
- COBRA Coordination of Benefit

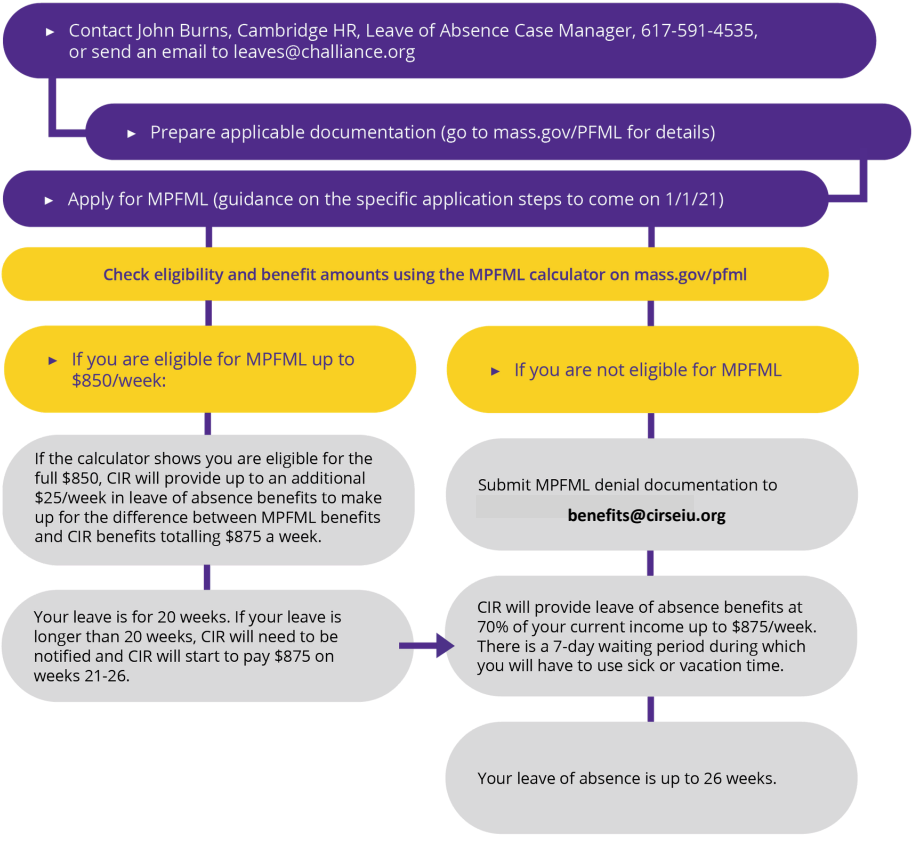
Visit our website at cirseiu.org and find your hospital page by selecting your hospital from the drop-down menu or map then click "Benefits Page." Your SPD is located under "Important Links."

# Massachusetts Paid Family and Medical Leave (MPFML)

Paid Family and Medical Leave, or PFML, is a benefit program for Massachusetts workers offered by the Commonwealth. Through PFML, if you work in Massachusetts you're likely eligible to take up to 26 weeks per year of paid, job-protected time off from work when you need it most, so that you can focus on your health and the health of your family.

You will have a 7-day waiting period in which you may have to use sick or vacation time.

For CHA housestaff taking a leave of absence, please review the chart below and visit www.mass.gov/PFML to get started.



# Your Additional Education Benefits

## Quality Improvement (QI) Patient Safety Scholarships

HSBP is committed to offering residents additional education and training to help you deliver safe, efficient and effective care to your parents.

QI/Training Scholarships provides scholarships for **eligible covered residents to attend one approved QI/Patient Safety Education and Training program** available in the U.S.

Participants will be eligible to receive a scholarship of **up to $3,000 per residency year** to cover expenses related to registration, travel, and tuition.

Covered residents accessing this benefit are responsible for securing time off (vacation or education leave time) to attend or participate in these educational opportunities.

**For more info email Vivian Fernandez at vfernandez@cirseiu.org**



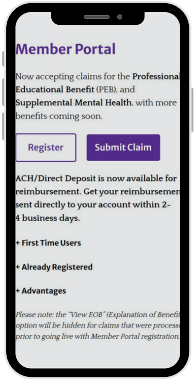
# CIR Benefit Funds Resources

On your hospital's Benefits Page you can:

- View your contract
- Submit benefit forms through the Member Portal
- Download your Summary Plan Description to have all of the benefits available to you, including legal and health
- Submit or update new information after signing up

→ Visit cirseiu.org
→ Select your hospital from the drop-down menu or the map
→ Click "Benefits Page"

## CIR Benefit Funds Member Portal




Our Member Portal provides a quick and efficient process for submitting and receiving reimbursements so you can get the most of out your benefits.

- Submit claims for reimbursement
- Upload relevant documents
- Track the status of your claims in real-time

Scan QR code to access the CIR Member Portal

## Sign up for Direct Deposit

Receiving your reimbursements via direct deposit allows you to:

- Get paid faster. Payments are received in 5-7 business days.
- Conveniently and securely receive reimbursements right to your bank account
- Add dependents so they can also directly receive reimbursements into their bank accounts

# Contact Information

**For questions on benefits coverage, please see the information below:**

| BENEFIT | ADMINISTRATOR | CONTACT INFORMATION |
|---|---|---|
| Dental Group # G-417733 | Guardian Dental Guard Preferred | (800) 541-7846<br>www.guardiananytime.com |
| Vision | Davis Vision Client Code: 2189 | (800) 999-5431<br>www.davisvision.com |
| Employee Assistance Program | ComPsych® GuidanceResources® | (855) 239-0743<br>24/7 Live Assistance<br>www.guidanceresources.com |
| Short-Term Disability | Standard Security Insurance | (800) 477-0087<br>www.sslicny.com |
| Massachusetts Paid Leave | HSBP | Benefits@cirseiu.org<br>www.mass.gov/PFML |
| Portable Disability Insurance | InsMed | (800) 214-7039<br>insmedinsurance.com/gsi/cir/#kmi<br>info@insmedinsurance.com |
| Long-Term Disability | Guardian Life Insurance | (800) 525-4542<br>www.guardiananytime.com |

# Contact Information

The House Staff Benefits Plan staff can help with all areas of benefits, including questions about appeals, COBRA, reimbursements, ID cards and more. For questions about the Plan, contact the HSBP Fund Office.

CIR Benefit Funds

10-27 46th Avenue, Suite 300-2 Long Island City, NY 11101

Phone: (212) 356-8180

Monday - Friday 9:00 am - 5:00 pm EST

Fax: (212) 356-8181

**Email: benefits@cirseiu.org**

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# Notes

# Notes




SIGN AND DISPLAY 30
PAINTERS AND ALLIED TRADES
LOCAL 391