

Your Union-Won VHHSBP Benefits-At-A-Glance

St. Barnabas Hospital

Committee of Interns and Residents
SEIU Healthcare

Welcome to the Voluntary Hospitals House Staff Benefits Plan (VHHSBP)!



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. **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 Voluntary Hospitals House Staff Benefits Plan (VHHSBP) for you and your covered dependents as of July 1.

Residency is demanding. That's why VHHSBP 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 VHHSBP Trustees

Eligibility: Who is Covered?

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

- Spouse, children up to age 26, same-sex and opposite-sex domestic partner







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

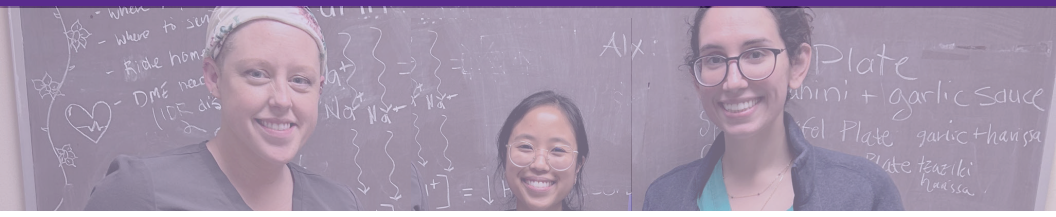
Domestic Partner Application Form

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 Professional Education Benefit (PEB)



PEB provides you reimbursements for expenses you are paying out of your pocket. **Your maximum payable amount is $1,000 per participant per Plan Year (July 1 - June 30). Carry Over What You Don't Use:** If you have not used your full benefit, you can rollover the balance and use it in the next plan year.

Types of Reimbursement You Can Submit For:

Mobile Electronic Medical Devices (Smartphone, iPad, Laptop, Tablet Computers, Medical Recorders)	**Medical Equipment** Blood Pressure Monitors Pen Light Pulse Oximeter Scrubs Stethoscope Surgical Shoes (clogs)	Software or Medical Electronic Apps	Fellowship Application Fees
Journals for Medical Societies	Dues	Online Courses	Board Review
Medical Books and eBooks	Audio & Video Medical Resources	Conferences	Board Exam Fees

Please note the following:

- You can receive more than one book only if each book has a different title.
- The maximum reimbursement for one Mobile Electronic Medical Device is limited to 75% of the total device cost up to the Plan Year maximum. Only one mobile device per participant per Plan Year (July 1 - June 30).
- Mobile devices will not be reimbursed if purchased in the last 6 months of your residency.

Tax Implications

Federal law limits the amount of the PEB reimbursement that can be used tax-free towards your initial licensing to under $2000. A reimbursement for an initial license fee that costs $2000 or more will be considered taxable income. You will receive a 1099 to be included with your W2 when you file your taxes.

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. There is a nominal monthly fee for the program, which is $5 for individuals and $7.50 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."

Your Legal Benefits

Committee of Interns & Residents Legal Services (CIRLS)

The VHHSBP of the Committee of Interns & Residents Legal Services Plan is a pre-paid legal services benefit which provides legal assistance to resident physicians and qualifying family members on covered matters. The Plan connects you with lawyers who can help with an array of legal issues.

Types of Legal Services Coverage Provided:

- Bankruptcy & Debt Problems
- Consumer Protection
- Credit Rating
- Criminal Matters
- Document Review
- Employment Contract Review
- Estate Matters
- Family matters
- Immigration
- Landlord-Tenant Problems
- Medical Licensure
- Name Changes
- Unemployment Benefit
- Wills, Living Wills

Employment Contract Review Benefit

You Pay Substantially Less than the CIRLS Discounted Cost*

- Review of your written contract by an attorney who specializes in physician employment contracts, followed by a discussion about the terms of the contract by phone or video conference.
- Covers contracts for employment in 29 states and Washington, DC.
- The typical cost for contract review can range from $600 to $1,300, but CIRLS has negotiated discounted rates for residents and fellows employed by participating CIR hospitals. In addition, CIRLS will pay $200 toward the discounted fee.
- Receipt of a CIR-prepared post-residency employment contract packet designed to enable you to better understand your contract. Includes a valuable checklist.

For details, click HERE for the VHHSBP CIR Legal Services (CIRLS) Summary Plan Description or scan QR code

*The Contract Review Benefit may only be used once by a CIRLS participant during their residency or fellowship.

New York State Paid Family Leave

NEW YORK STATE | Paid Family Leave

In 2016, New York enacted the nation's strongest and most comprehensive Paid Family Leave policy so working families would not have to choose between caring for their loved ones and risking their economic security.

Paid Family Leave provides eligible employees job-protected, paid time off to:

- bond with a newly born, adopted or fostered child,
- care for a family member with a serious health condition, or
- assist loved ones when a spouse, domestic partner, child, or parent is deployed abroad on active military service.

What are the benefits?

- **Duration of leave - Maximum 12 weeks**
- **Weeks Maximum Weekly Payout - $1,228.53 (2026)**

For More Information:
Visit paidfamilyleave.ny.gov or sslicny.com (for claim forms and/or to apply) or email claims@sslicny.com.



Your Additional Education Benefits

Quality Improvement (QI) Patient Safety Scholarships

VHHSBP 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.

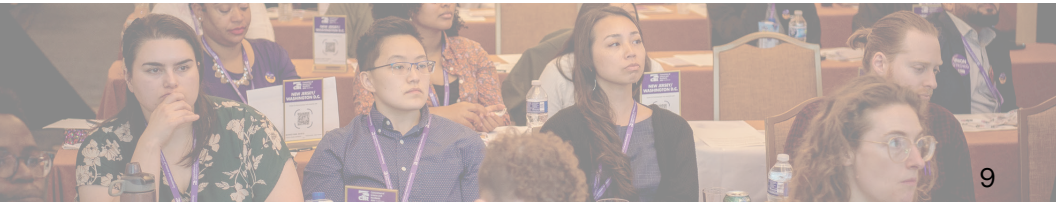
Participants will be eligible to receive a scholarship of **up to $3,000 per residency year** to cover expenses related to registration, travel, and tuition. Covered residents accessing this benefit are responsible for securing time off (vacation or education leave time) to attend or participate in these educational opportunities. For more info email Vivian Fernandez at vfernandez@cirseiu.org

Rosetta Stone

This award-winning, self-paced, and interactive program is completely adaptable to your busy schedule.

•Initial assessment and program placement allows customized training with engaging and relevant content.
•Access to over 7,000 hours of Rosetta Stone learning content, much of it tailored to professional situations and specific job functions.
•Award-winning mobile apps let you learn on the go.
•Available in 24 languages so you can meet your learning goals.

For more information click HERE, email cirbenefits@rosettastone.com or scan QR code



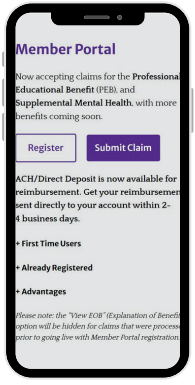
CIR Benefit Funds Resources

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

BENEFIT	ADMINISTRATOR	CONTACT INFORMATION
Short-Term Disability	Standard Security Insurance	(800) 477-0087 www.sslicny.com
Long-Term Disability Group # G-348566	Guardian Life Insurance	(800) 525-4542 www.guardiananytime.com
NY State Paid Leave	Standard Security	NYSPL: (844) 337-6303 paidfamilyleave.ny.gov Standard Security (To apply & for claims): 800-477-0087 / 585-398-2340 sslicny.com claims@sslicny.com
Portable Disability Insurance	InsMed	(800) 214-7039 insmedinsurance.com/gsi/cir/#kmi info@insmedinsurance.com
Employee Assistance Program	ComPsych® GuidanceResources®	(855) 239-0743 24/7 Live Assistance www.guidanceresources.com

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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PAINTERS AND ALLIED TRADES
LOCAL 391