

## Employee Benefits offered by Yakima Union Gospel Mission (YUGM)

### Medical, Vision, Dental

Medical, dental, and vision insurance benefits are offered for all regular full-time employees. YUGM pays the employee premium for the offered HSA and basic dental plans. The employee may upgrade to the PPO plan or purchase medical insurance for their eligible dependents at their expense.

### Life Insurance

Regular full-time employees working 30 hours or more a week are eligible for life insurance. The benefit amount is \$25,000. YUGM pays the entire premium for this for each employee.

### Accidental Death and Dismemberment

Regular full-time employees working 30 hours or more a week are eligible AD&D coverage. The benefit amount is \$25,000. YUGM pays the entire premium for this for each employee.

### Retirement Plan

The YUGM makes a 403(b)(7) annuity plan available for all employees. YUGM will **match** personal monthly contribution for regular full-time employees as described below. *Part-time employees may participate but will not receive a match.*

YUGM will match 2% of full-time employee gross income after they have been employed by YUGM for a minimum of six months. If employees contribute more 2%, the YUGM will match the retirement plan up to 4% on a graded basis.

### Paid Time Off (PTO)

#### YUGM Mission Campus Employee PTO

Regular full-time Mission Campus employees in non-executive positions are eligible for PTO starting at 15 days annually based on a 40-hour work week. Executive level positions start at 20 hours annually. Part-time employees qualify for PTO after 5 years of continuous employment at a lower accrual rate.

Full-time YUGM Mission Campus employees are provided 8 paid holidays annually.

#### YUGM Thrift Store Employee PTO

Regular full-time Thrift employees are eligible for PTO at YUGM starting at 10 days annually based on a 40-hour work week. Manager and Director level positions start at 15 hours annually. Part time employees qualify for PTO after 5 years of continuous employment at a lower accrual rate.

Additionally, full-time YUGM Thrift employees are provided 4 paid holidays annually. Thrift Directors are provided 8 paid holidays annually.

**All YUGM employees receive a discount when shopping at YUGM Thrift Stores.**

### Sick Leave & Other

YUGM sick leave accumulates at a rate of one hour for every 40 hours of worked time.

Additional types of leave support are available under WAPFML or FMLA, which typically covers Maternity/Paternity Leave.

Other types of leave offered by YUGM: Bereavement, Military, Jury Duty