



## Legacy Health 2016 Summary of Benefits Employees

In addition to working for one of the areas leading organizations, Legacy Health employees may participate in a wide variety of benefit options. A summary of the benefit choices is below.

### Legacy Employment Services

503-415-5405

Email: [employment@lhs.org](mailto:employment@lhs.org)

Website: [www.legacyhealth.org](http://www.legacyhealth.org)

Affirmative Action/Equal Opportunity Employer

### **What benefits are offered at Legacy?**

As a Regular Full-Time or Part-Time employee scheduled for at least 24 hours or more per week, you are offered the following comprehensive benefit package:

- Medical/Prescription, Dental, and Vision coverage
- Health Care and Dependent Care Flexible Spending Accounts (FSA)
- Short-Term and Long-Term Disability (after six months in a benefit-eligible position)
- Life Insurance for employee, spouse/domestic partner and eligible dependent children
- Retirement Plans (403(b) Employee Savings, 401(a) Match Savings and the Legacy Pension Plan)
- Annual Paid Leave (vacation/sick time)
- Education Assistance Plan (after twelve months)
- Employee Assistance Program (EAP)
- Tobacco Cessation Program
- TriMet Pass Subsidy
- Free Portland Streetcar access with Legacy badge
- LA Fitness discount
- Wellness Programs
- Free Employee Parking

### **When does my coverage start?**

Your benefits begin the first of the month following your hire date (if your hire date is the first of the month coverage begins that day).

### **Key Things to Know**

#### **What doctors can I see?**

The Legacy Employee Medical Plan provides coverage for eligible services received from Legacy + Network facilities and providers only. Coverage is also provided for urgent or emergent services no matter where you are and for covered services not available within the Legacy + Network.

#### **Where can I go for hospital services?**

You must use a Legacy + Network facility, except in urgent or emergent situations or when approved for an out-of-network exception.

*This is only a summary of the benefits available to eligible Legacy Health employees.  
Provisions of the official plan documents and contracts will govern in case of any discrepancy.*