



## **PART-TIME 29 BENEFIT SUMMARY**

### **LIFE INSURANCE**

- Employees are eligible after ninety (90) days of employment
- Premium is paid in full by the Nation
- Basic Life Insurance in the amount of \$50,000.00

### **SHORT TERM DISABILITY**

- Employees are eligible to apply after a minimum of one (1) year of employment and having worked a minimum of 1,250 hours in the previous twelve (12) month period
- Pays up to 80% of your base annual earnings up to a maximum of \$750.00 per week after all leave balances are exhausted
- If it is a tipped position, pay will include at tip average during the first eight (8) weeks of disability only
- Benefits begin on the 8<sup>th</sup> day of disability and after all leave balances are exhausted
- Benefits are payable up to twenty-six (26) weeks per twelve (12) month period
- Must be in active treatment with a physician
- Each application must be reviewed and approved by the Insurance Committee

### **LONG TERM DISABILITY**

- Employees are eligible for coverage after one hundred eighty (180) days of continuous disability
- Benefits pay up to 60% of your base annual earnings up to a maximum of \$10,000.00 per month
- If approved may be eligible until normal retirement age under Social Security if disability occurs before age 61. If disability occurs after age 61, benefits would be paid according to a benefit duration schedule
- Each application must be reviewed and approved by Unum

### **FMLP**

- Employees are eligible for coverage after a minimum of one (1) year of employment and having worked a minimum of 1,250 hours in the previous twelve (12) month period
- This unpaid benefit provides protected leave for up to twelve (12) weeks per twelve (12) month period for the birth, adoption or foster placement of a child or a serious health condition of an employee or immediate family member.
- If approved, employees may work an intermittent schedule as situation or illness permits
- Each application must be reviewed and approved by Insurance Committee

## **401k BENEFITS**

- Employees are eligible to participate after six (6) months of employment
- The Nation matches up to 5% with employees becoming vested immediately

## **CAFETERIA PLAN**

- Employees are eligible to participate after ninety (90) days of employment
- Flexible spending accounts for medical or dependent care

## **SUPPLEMENTAL BENEFITS**

- Employees are eligible to purchase supplemental policies within the first ninety (90) days of employment
- Supplemental benefits available for purchase/participation:
  - Dental-offered by Ameritas Group
  - Accidental-offered by Colonial
  - Critical Illness-offered by Colonial
  - Vision-offered by VSP
  - Term Life Insurance-offered by Unum
  - Universal Life Insurance-offered by EBS
  - Legal Services-offered by LegalShield

**For more information on any of the above, please contact the Benefits Division at 580-559-0760 or email [benefits@chickasaw.net](mailto:benefits@chickasaw.net)**

## **PAID TIME OFF (PTO)**

- To be eligible, an employee must be a current part-time employee and have completed a minimum of one (1) year of continuous service with the Chickasaw Nation.
- PT employees who have completed one (1) year of continuous service and has worked an average of forty (40) hours or more per pay period, shall receive forty (40) hours of accrued personal leave.
- PT employees who have completed one (1) year of continuous service and has worked an average of less than forty (40) hours per pay period, shall receive twenty (20) hours of accrued personal leave.
- Paid personal leave may be used, with supervisor's approval, for vacation, sick leave, doctor's appointments, children's doctors' appointments or personal time.

## **EMPLOYEE BIRTHDAY**

All employees are eligible to receive a day off for their birthday with pay within the same pay period in which their birthday falls

## **MILITARY LEAVE**

- All employees who are members of the National Guard or reserve component of the United States Armed Forces are eligible upon hire
- Employees required to participate in training will be paid up to fifteen (15) days annually

- Employees called for active duty who are members of the National Guard or reserve component of the United States Armed Forces will be supplemented by the Nation for difference between an employee's military pay and the employee's normal base pay

## **JURY DUTY**

All employees upon hire are entitled to a leave of absence with pay if they appear during their regular work day in obedience to a subpoena or direction by proper authority or if they appear as a witness or a jury member

## **EMPLOYEE INCENTIVE PROGRAM**

- Cost of the program is paid 100% by the Nation
- Employees are eligible to participate as of October 1<sup>st</sup> after they are hired to be paid out following the next October
- Program provides each employee an opportunity to set goals for themselves and if completed are eligible to receive an additional 6% of their annual income each year

## **EMPLOYEE ASSISTANCE PROGRAM**

- Cost of the program is paid 100% by the Nation
- Program provides each employee as well as their extended family assistance 24 hours a day, seven (7) days a week

## **AT&T DISCOUNT**

Employees receive a 20% monthly service discount

## **BEDRE DISCOUNT**

All employees are eligible for a 5% discount on all items sold in the Bedre Retail stores in Ada and Pauls Valley

## **MARRIOTT HOTELS**

Government Rates – Log onto <https://www.marriott.com/specials/govtmil/default.mi>. When you check in you will have to show your Work ID and Driver's License.

## **SAMS CLUB MEMBERSHIP**

Group discount rates offered annually

## **STAPLESADVANTAGE.COM**

- Employee purchase program details:
  - Only purchases ordered through StaplesAdvantage.com are eligible to receive your company's pricing.
  - Minimum order 450 delivered right to your home.
  - Only your personal credit card may be used for payment.
  - All orders must ship to a residential address.
  - All orders ship prepaid via UPS ground at no charge to you.
- To register go to: <http://register.staplesadvantage.com/c/s?RegFromId=920818>  
Then order through: [www.StaplesAdvantage.com](http://www.StaplesAdvantage.com)