Your HSBP Benefits-At-A-Glance: Northern California Hospitals

BENEFIT FUNDS
Committee of Interns and Residents
SEIU/Healthcare*
Welcome to the House Staff Benefits Plan (HSBP)!

The HSBP Trustees understand how important it is for you to have additional benefits coverage.

Once you enroll, you are eligible for Quality Improvement Patient Safety Education and Training Scholarships and Short-Term, and Long-Term Disability benefits. We hope this gives you peace of mind as you focus on caring for your patients.

We believe you’ll find this Benefits-At-A-Glance useful.

You can also learn more by:
- Visiting our website (cirseiu.org/benefits and click on your hospital’s name)
- Emailing the Benefits Plan office at benefits@cirseiu.org
- Calling the Benefits Plan Office (212) 356-8180

For a complete description of your benefits and your rights, please read the Summary Plan Description (SPD) — also located on the CIR website under “Benefits” — which serves as the Plan Document.

With best wishes for a successful and fulfilling medical career,

Your HSBP Trustees

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**QI/Patient Safety Educational Benefit**

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

**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.

**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.

**Short-Term Disability (STD)**
- 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 booklet.
- If you are going out on a disability leave, contact your employer as soon as possible.

**Long-Term Disability (LTD)**
- The LTD plan pays you 60% of your monthly salary, up to a maximum of $3,500 per month.
- LTD benefits typically start if you are still disabled after 26 continuous weeks.
- When you terminate employment, you will have the option to convert this benefit to an individual policy, subject to certain conditions.
Employee Assistance Program (EAP)

We are here to support you in managing life's challenges. WorkLifeMatters is a free confidential employee assistance program provided through Guardian and Integrated Behavioral Health (IBH). Counselors are available 24/7 and are just a phone call away. WorkLifeMatters offers help 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
- Education
- Grief Assistance
- Legal & Financial
- Lifestyle & Fitness Management
- Parenting
- Pet Care
- Work Issues
- And More
The House Staff Benefits Plan staff can help with questions about your benefits. For questions contact the HSBP Benefits Office:

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