

Your HSBP Benefits-At-A-Glance:

Northern California Hospitals



Welcome to the Hospitals 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.

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We believe you'll find this Benefits-At-A-Glance useful, as it describes your benefits provided through the House Staff Benefits Plan (HSBP) for you and your covered dependents as of July 1. 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.

You can also learn more by:

- Visiting our website (cirseiu.org/benefits and click on your hospital's name)
- Emailing the Fund office at benefits@cirbenefitfunds.org
- Calling the Fund Office (212) 356-8180

For a complete description of your benefits and 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**

QI/Patient Safety Educational Benefits

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.

Employee Assistance Program (EAP)

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**

This Benefits-At-A-Glance describes your benefits provided through the Voluntary Hospitals House Staff Benefits Plan (VHHSBP) as of July 1. The only authorized information concerning your benefits is in writing from the VHHSBP 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. Please read the Summary Plan Description (SPD)/Plan Document for more information.

We are here to support you in managing life's challenges.

WorkLifeMatters is a free confidential employee assistance program provided through Guardian and Uprise Health (f.k.a. Integrated Behavioral Health).





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 sixtieth (60th) day of your disability. The maximum benefit payable is 70% of your weekly salary, up to \$875 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.
- * Non-Occupational accidents or illnesses are not covered under the STD benefit.

Long-Term Disability (LTD)

- LTD benefits typically start if you are still disabled after 26 continuous weeks.
- The LTD plan pays you \$3,500 per month in the event of disability.
- During your training and upon termination of employment, you have the option to obtain a guaranteed individual policy, subject to certain conditions.

Hospital-Specific Notes

- House Staff Officers at Santa Clara Valley Medical Center pay \$7/ pay period from each paycheck to access these disability benefits.
- House Staff Officers at Alameda Health Systems/Highland Hospital pay \$10/pay period from each paycheck as a part of their contract to access these disability benefits.
- House Staff Officers at Valley Consortium for Medical Education can opt to pay to access these disability benefits, up to \$66/quarter.

The House Staff Benefits Plan staff can help with all areas of benefits, including questions about appeals, reimbursements, ID cards, and more. For questions contact the HSBP Fund Office:



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Long Island City, NY 11101

Phone: [\(212\) 356-8180](tel:2123568180)

Monday - Friday 9:00 am - 5:00 pm EST

EST Fax: (212) 356-8181

Email: benefits@cirbenefitfunds.org



