



YELLOWHAWK
TRIBAL HEALTH CENTER

Yellowhawk Tribal Health Center
P.O. Box 160
Pendleton, OR 97801
541.240.8749

Paid Employee Benefits

- Medical, Prescription, Dental and Vision Insurance.
- Life Insurance- \$50,000. Accidental Death and Dismemberment policy of \$50,000.
- 401K- Employer matches 116% of deferrals up to 6% of compensation after 1st of the month following one year of service. Once eligible you are always 100% vested. Employee contributions can begin after 1ST of the month following 90 days.
- Employee Assistance Program- Reliant Behavioral Health helps in many areas of life including 24 hour crisis help, confidential counseling, free Will preparation, identity theft, legal services, child and eldercare services, and much more. This is 100% confidential and paid for by the employer.
- Paid Vacation-
 - a) 0-1 year of service 4 hours per pay period.
 - b) 1-2 years of service 5 hours per pay period.
 - c) 2-3 years of service 6 hours per pay period.
 - d) 3 + years of service 7 hours per pay period.
- Paid Sick Leave- 4 hours per pay period.
- Wellness Leave- (awarded once per year in December for the next years use.)
 - a) 150-299 sick leave hours = 1 Wellness Day
 - b) 300-449 sick leave hours = 2 Wellness Days
 - c) 450+ sick leave hours = 3 Wellness Days
- Traditional Leave & Administrative Leave - 37.50 hours per year.
- Paid Holiday Leave- All national holidays, Treaty Day, Friday of Round-Up and your Birthday (15 holidays per year).
- Funeral Leave- 75.00 hours per calendar year.
- Tribal Civic Leave- Available to CTUIR members only. 8.00 hours per month.

Other Benefits at employee expense

- Medical and prescription Insurance- Health Benefits for all qualifying family members.
- Dental and Vision- All qualifying family members.
- Flexible Spending Account- For unreimbursed medical, dental, vision, RX, etc... up to \$2,750
- Flexible Spending Account- For dependent daycare up to \$5,000.
- Life Insurance- Lifemap Supplemental Life and Accidental Death and Dismemberment.
 - a) Employee- Guaranteed issue up to \$200,000 or 5X annual salary without filling out a Statement of Health.
 - b) Spouse- Guaranteed issue up to \$50,000 without filling out a Statement of Health.
 - c) Children- Guaranteed issue up to \$10,000 without filling out a Statement of Health.
- 401K- Newport Group- Employee can put in a maximum of \$19,500 per year with an additional \$6,500 for catch up if you are 50 and over. Contributions can begin 1st of the month following 3 months of service.
- Aflac- Eligible after 90 days of employment.