



TYPE OF BENEFIT	WHO FUNDS	WHEN YOU ARE ELIGIBLE	BENEFIT TO YOU
<p><b>Your Well-Being – We know you don't put your personal life on hold when you come to work, so Altru recognizes the importance of having support and resources so you and your family can be well and happy. This section looks at some of the work/life programs that help make having it all a little easier.</b></p>			
*Career Achievement Awards	Altru	Your five year anniversary date	Certificates, service awards and events for employees reaching 5,10,15,20, etc. years of service.
Leave Of Absence	Employee	Depending on Policy	Paid and unpaid time off subject to department manager and Human Resources Department approval. (i.e. personal, education, military, adoption/paternal)
*Additional Shift Pay (Evenings, Nights, Weekends and Holiday Differentials)	Altru	Immediately if working in an eligible department and/or position. Non-exempt (hourly) employees are eligible.	Additional pay for evening, night, weekend and holiday shifts.
Funeral Leave Pay	Altru	Immediately	Up to three days off, in the event of a death in your immediate family.
Jury Duty Pay	Altru	Immediately	Employees required to serve on jury duty will be paid their regular salary (no differentials) for missed hours.
*WorkLife Center	Employee	Immediately	Offers a variety of items for purchase as well as great employee discounts on services and event tickets throughout the region. Services and products available include: vehicle service, dry cleaning drop off/pick up, discounted tickets, postage, Altru clothing and scrubs at prices barely above cost. Contact the WorkLife Center at 701-780-1951 or through email at <a href="mailto:worklife@altru.org">worklife@altru.org</a> for more information.
*Employee Discounts	Altru	Immediately	As part of our commitment to a healthier region and a healthier you, Altru offers discounts at the Altru Medical Fitness Center, Choice Health and Fitness Center, YMCA Family Center, Altru Pharmacy and Cafeteria.
*Employee Assistance Program (EAP) Vital WorkLife	Altru	Immediately	EAP is a free, confidential service accessible 24 hours a day. The EAP offers you and members of your household assistance with mental health, emotional well-being and life events. Contact Vital WorkLife at 1-800-383-1908 or go online to <a href="http://www.vitalworklife.com">www.vitalworklife.com</a> for more information.
Tuition Assistance and Scholarships	Altru	Completion of one year of continuous service	As part of our commitment to your ongoing growth and development, Altru reimburses you for tuition costs at accredited institutions. Your reimbursement level is dependent on your years of service with Altru. Each request is handled on an individual basis related to the needs of the employee and Altru Health System. In addition to tuition assistance, Altru employees and spouses of Altru employees qualify for scholarships at the University of Mary.
*Med Park Credit Union	Employee	Immediately	Your time is valuable. To help you make the most of it we offer a membership in the Credit Union on campus. Contact them at 1-866-780-6728 or go online to <a href="http://www.medparkcu.com">www.medparkcu.com</a> for more information.
*Employee Activities Committee (EAC)	Altru	Immediately	EAC plans fun events for all employees and families (i.e. annual holiday dance, discount Twins tickets, bingo, wellness activities, etc.)
<p>*All employees (including flex) are eligible to receive these benefits.</p>			

