

# Time Away From Work Benefits



Full-time and part-time benefits-eligible colleagues<sup>1</sup>; all employer-paid benefits; coverage is effective date of hire.

Benefit	Provisions
<b>Short-Term Disability (STD)</b>	Voluntary colleague paid STD provides either A) up to \$500 maximum per week or B) up to \$2,000 maximum per week for an approved leave of absence exceeding 14 consecutive calendar days, with a maximum benefit of 11 weeks from date of disability in accordance with the plan. Rates are based on pay and age. Pre-existing conditions apply.
<b>Long-Term Disability (LTD)</b>	Employer paid LTD provides up to 60% of pre-disability earnings for an approved leave of absence up to a monthly maximum of \$10,000. Benefit pays upon the greater of exhaustion of STD or 90 consecutive calendar days of disability in accordance with the plan.
<b>Paid Time Off (CTO)</b>	<p>CTO is earned monthly and based full-time/part-time status. Subject to CTO bank maximums.</p> <p><b>Full-time Colleagues</b></p> <p>All regularly scheduled full-time colleagues will accrue up to 72 CTO hours per year after the completion of the colleague's six-month probation period.</p> <p><b>Part-time Colleagues</b></p> <p>A regularly scheduled part-time colleague will accrue up to 24 CTO hours per year after the completion of the colleague's six-month probation period.</p>
<b>Holidays</b>	Seven (7) paid holidays per year: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas.
<b>Bereavement Pay</b>	Up to three (3) days for bereavement following the death of an immediate family member or a parent's loss of a pregnancy.
<b>Jury Duty Pay</b>	Base salary paid for time away from work to serve when summoned to jury duty.
<b>Witness Duty Pay</b>	Base salary paid to testify as a witness at the request of Trinity Health Corporation or one of its ministries or subsidiaries unless paid as an expert witness.