



Benefits at a Glance

Medical

As a newly hired employee, your coverage begins on your hire date. Harvard Pilgrim Health Care (HPHC) is the health plan sponsor, ensuring you have the support you need from the start of your journey with us.

Dental

Blue Cross Blue Shield of MA offers two dental plan options. Both plans cover 100% of preventive and diagnostic services.

Vision

Eye Med offers a comprehensive vision plan. This plan covers not only frames and contacts but also supports overall eye health.

Employee Basic Life Insurance

Employees who work 24 hours or more per week are eligible for basic life insurance, paid for by Pine Street Inn, in the amount of 1x their annual salary, up to \$100,000. Pine Street also provides optional supplemental life insurance for employees and their families.

Employee Opt-out of Health Insurance Payment

Employees who do not elect health benefits through Pine Street Inn and pay for insurance through another provider (excluding MassHealth) qualify for a \$750 bonus bi-weekly payment for one year at \$28.84 per pay period. Employee must provide proof of another source for health insurance.

Accidental Death and Dismemberment

Employees are covered in the event of an accident, dismemberment, death, or irrecoverable loss of sight as a direct result of an accident.

Short-term and Long-Term Disability

This insurance covers 60% of your gross weekly income, up to a maximum of \$1,000.00 per week for 11 weeks (Short-Term Disability) and up to \$7,500.00 per month for Long-Term Disability.

Healthcare & Dependent Care Flexible Spending Account

This account empowers you to use pre-tax dollars for a wide range of out-of-pocket medical, dental, vision, and dependent care expenses, providing you the flexibility to manage your healthcare costs.

403(b) Plan

You can save money tax-deferred in a 403(b) retirement fund through Voya Financial. Employer Contribution — After one year of employment, Pine Street Inn may start contributing a percentage of your annual salary, increasing each year up to 6.0% after five years.

Time Off/Earned Time

Vacation, personal, and holiday time are combined into one earned time bank for full-time, part-time, and temporary employees who have been with the organization for six months. The length of service and employment classification determine accrual rates per week.

Sick Time

40-hour employees receive 12 days, while employees working 24 to 39 hours have their sick time prorated based on 12 days.

Holidays

Pine Street Inn observes 12 holidays.

Employee Assistance Program (EAP)

The Hartford offers the EAP to employees and their families. A high-level overview of the plan includes three face-to-face visits per issue per year, confidential assistance 24 hours a day/365 days a year, legal and financial advice, work-life solutions, funeral and estate planning, dependent care assistance, pet provider assistance and much more!

Other Benefits

- Discount Movie Tickets
- Pre-taxed MBTA Passes
- Employee Referral Program
- Discounts for Sprint and Verizon
- Investment and Retirement Planning
- Cancer and Accident Insurance through Colonial Life