

# **AAVEC FULL-TIME EMPLOYEE BENEFITS**

## **\* HEALTH, DENTAL, & VISION INSURANCE**

Carefirst Blue Cross/Blue Shield (HMO, BlueChoice Plus, or PPO)

- Eligible to join effective on 91<sup>st</sup> day of employment.

## **\* PTO (PAID TIME OFF)**

- Eligible after 90 days of employment – depending upon your start date, you are eligible to accrue up to 80 hours of paid leave during your first year.

## **\* SUPPLEMENTAL INSURANCE COVERAGE**

- Eligible after 90 days of employment.

*Life/Short Term Disability Insurance*

Available through Unum Provident & Aflac

*Aflac Insurance*

Types: Accident; Personal Accident; Personal Sickness; Specified Health Event; Cancer

## **\* EMPLOYEE PET DISCOUNT**

- 80% Discount on Emergency Services. Cost + 10% Discount on medications and supplies.
- Emergency benefits begin immediately ~ Routine benefits after 90 days of employment
- Applies only to pets personally owned and living with you.

## **\* HOLIDAY PAY**

- New Year's Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving Day and Christmas Day ~ paid double your regular base hourly rate for hours worked beginning at 6:00 a.m. on the holiday through 6 a.m. the next morning.
- Christmas Eve ~ paid double your regular base hourly rate for hours worked beginning at 12 p.m. on the holiday through 6 a.m. the next morning.
- New Year's Eve ~ paid double your regular base hourly rate for hours worked beginning at 6 p.m. on the holiday through 6 a.m. the next morning.

## **\* DIFFERENTIAL SHIFT PAY**

- Daytime ~ Rate 1 = 6:00 a.m. – 12:00 a.m. [base rate]
- Overnight ~ Rate 3 = 12:00 a.m. – 6:00 a.m. [base rate + 25%]

## **\* OVERTIME PAY**

- Paid time and half your differential shift pay rate for any hours over 40 in a given week ~ paid out based on shift that you worked the overtime hours in (ex: overnight shift, you would be paid at overnight rate plus time and half)

## **\* DIRECT PAYCHECK DEPOSIT**

## **\* CREDIT UNION MEMBERSHIP**

- Immediate eligibility for membership in the State Employees Credit Union (SECU) and the NIH Federal Credit Union.

## **\* UNIFORM ALLOWANCE**

- Veterinary Assistants & Technicians receive \$75 per year for the purchase of scrubs or logo wear.

## **\* PRE-EXPOSURE RABIES VACCINE SERIES | BOOSTER VACCINES | TITER EVALUATION**

- Eligible after 90 days of employment
- Costs paid by AAVEC

## **\* 401(K)**

- Eligible after 90 days of employment