



For people with intellectual  
and developmental disabilities

# The United Arc Benefits at a Glance When You Join Our Team

Full time 30+ hours per week - OR - Part time 20+ hours per week

- **Paid Vacation** - Vacation time accrues at the equivalent rate of hours per payroll to equal fifteen days per year, during the first three years of uninterrupted employment. Vacation time accrues at the equivalent rate of hours per payroll to equal twenty days per year after completing three years of uninterrupted employment. Vacation time accrues at the equivalent rate of hours per payroll to equal twenty-five days per year after completing seven years of uninterrupted employment.
- **Paid Holidays** - Holiday time accrues at the equivalent rate of hours per payroll to equal six agency-recognized holidays per year and six floating holidays per year.
- **Paid Sick Time** - Sick time accrues at the equivalent rate of hours per payroll to equal ten days per year.
- **Individual or Family Group Health Insurance** - Choice of a HMO plan (Health Maintenance Organization) or a PPO plan (Preferred Provider Organization). For full time staff, The United Arc pays 70% of the cost, you pay 30% of the cost. For part time staff, The United Arc pays 50% of the cost, you pay 50% of the cost.
- **Individual or Family Group Dental Insurance** - For full time staff, The United Arc pays 70% of the cost, you pay 30% of the cost. For part time staff, The United Arc pays 50% of the cost, you pay 50% of the cost.
- **Life Insurance** - The United Arc pays 100% of the cost for a life insurance policy on you. You name the beneficiary. Your beneficiary will receive 1x your annual salary upon your death per the terms of the policy.
- **Accidental Death & Dismemberment (AD&D)** - The United Arc pays 100% of the cost for AD&D. You name the beneficiary. Your beneficiary will receive 1x your annual salary upon your accidental death per the terms of the policy. Per plan terms, other amounts are payable for accidental dismemberment.
- **Short Term Disability (STD)** - The United Arc pays 100% of the cost for this benefit that can provide a cash benefit of 60% of your weekly salary when you are out of work for up to 25 weeks due to injury, illness, surgery, or recovery from childbirth.
- **Long Term Disability (LTD)** - The United Arc pays 100% of the cost for this benefit that can provide a cash benefit of 60% of your monthly salary starting 180 days after you are out of work due to a disability and continuing up to age 65.
- **Identity Theft Protection** - The United Arc pays 100% of the cost for this benefit which can protect you from becoming a victim of identity theft and/or help you reclaim your identity if it is stolen.
- **Employee Assistance Program (EAP)** - Free and confidential access to a variety of counseling resources to support you and your family members in the areas including personal, financial and legal, family and relationships and work and career matters.
- **Free Training** - Supporting you in your professional development.

All benefits become effective the day of hire/enrollment.

Additional information, enrollment forms, instructions, and cost will be provided to you upon hire.