

McGaw Medical Center

Benefits Overview

- ❖ **Medical Plan** – McGaw Medical Center offers a comprehensive medical plan featuring 90% coverage for many services received within the Home Hospital Network including Northwestern Memorial Hospital, Ann and Robert H. Lurie Children's Hospital of Chicago and the Rehabilitation Institute of Chicago.
- ❖ **Prescription Drug Program** – To complement your medical coverage, McGaw Medical Center provides prescription drug coverage featuring retail prescription fulfillment, mail order delivery and a 90-day supply option.
- ❖ **Dental** – McGaw Medical Center offers a preferred dental plan that allows members to see any dentist they choose.
- ❖ **Vision** – McGaw offers a broad range vision plan that includes coverage for eye examinations, prescription eyeglasses, and contact lenses.
- ❖ **401(k) Tax Deferred Savings Plan** – McGaw Medical Center offers a 401(k) Tax Deferred Savings Plan with McGaw matching contributions for participating Housestaff. Housestaff contribute a portion of their stipend on a pre-tax basis. In 2014, the maximum contribution allowable by law is \$17,500.
- ❖ **Short-term Disability (STD)** – STD is paid at a rate of 60% of stipend for up to 90 days.
- ❖ **Long-term Disability (LTD)** – The LTD program offered by McGaw Medical Center provides 60% of income of up to \$3,000 per month after 90 days of disability. All House staff are automatically enrolled at no cost. The LTD program also features a portability option. Upon completion of residency/fellowship, portable individual coverage can be purchased at significant discounts without any medical qualification requirement.
- ❖ **Perspectives Employee Assistance Program (EAP)** – McGaw Medical Center offers all Housestaff strictly confidential counseling for life issues including legal concerns, financial pressures, marriage/child rearing concerns, among others.
- ❖ **Life Insurance & Accidental Death and Dismemberment (AD&D)** – McGaw Medical Center provides all Housestaff term Life/AD&D insurance equal to their annual stipend at no cost. Supplemental coverage of 2, 3 or 4 times annual stipend is available for a affordable semi-monthly premium.
- ❖ **Medical/Dependent Care Flexible Spending Accounts (FSA)** – McGaw offers FSA's which allow participants to pay for certain qualified medical and dependent care expenses with pre-tax contributions.
- ❖ **USMLE Savings Program** – McGaw Medical Center offers a savings program for Housestaff to set aside funds via stipend check deduction on an after tax basis to pay for the United States Medical Licensing Exam.
- ❖ **Sick Days** – McGaw Housestaff are allowed two weeks (10 working days) of paid sick leave per academic year.
- ❖ **Vacation Days** – Three weeks (15 training days) of paid vacation per academic year are available for all PGY-1s. Four weeks (20 training days) of paid vacation per academic year are available for all McGaw Housestaff at levels PGY-2 and above.
- ❖ **Family & Medical Leave Policy (FMLA)** – McGaw provides family and medical leave pursuant to the Act.
- ❖ **Professional Liability Insurance** – Malpractice coverage related to your training is provided to all Housestaff.
- ❖ **COBRA Continuation Coverage** – McGaw Medical Center Housestaff are eligible for COBRA continuation coverage if covered under the group health plans at the time coverage terminates.