

EECU Employment Benefits

Health Care Insurance

All active, full-time employees of EECU and eligible family members are eligible for group medical coverage. EECU offers a POS Choice Plus Plan through United Healthcare. The premium for full-time employees and eligible family members are subsidized by EECU.

Dental Insurance

All active, full-time employees of EECU and eligible family members are eligible for group dental coverage. EECU offers a PPO Plan through United Healthcare. The premium for full-time employees and eligible family members are subsidized by EECU.

Group Life and Accidental Death and Dismemberment Insurance

All active, full-time employees of EECU are provided with a Group Life Insurance and Accidental Death and Dismemberment plan at the expense of the Credit Union. The Life Insurance plan provides coverage at one and a half times the employee's annual salary. Accidental Death and Dismemberment is provided at an amount equal to the employees Life Insurance in force.

Short Term Disability

All active, full-time employees of EECU are provided with a Short Term Disability plan at the expense of the Credit Union. This plan provides coverage at a rate of 66 2/3% of the employee's total weekly earnings, not to exceed the maximum weekly benefit of \$1,500. There is a 30 day elimination period and coverage lasts 11 weeks.

Long Term Disability

All active, full-time employees of EECU are provided with a Long Term Disability plan at the expense of the Credit Union. This plan provides coverage at a rate of 66 2/3% of the employee's total monthly earnings, not to exceed the maximum monthly benefit of \$10,000. The elimination period is 90 days or the end of the short term disability maximum period.

Employee Assistance Program

The Employee Assistance Program is designed to aid all active, full-time and part-time employees finding themselves under mental or emotional stress for personal or professional reasons. EECU will pay for four visits with a contracted counselor arranged through Lincoln Financial Employee Connect.

401(k) Plan

The Credit Union offers a 401(k) Plan for eligible employees who are at least eighteen years of age and have completed six months of service. Basic matching contributions are equal to 100% of the participant's elective contribution up to 5%. An additional basic contribution may be contributed in an amount equal to 2% of the participant's eligible compensation.

Defined Benefit Pension Plan

The Credit Union provides a defined benefit retirement plan for each employee of EECU. The plan is effective from the employee's date of employment (after their 21st birthday) and is 100% vested after five years of service. The plan is fully funded through contributions made by the Credit Union.

Paid Holidays

EECU observes several paid holidays each year. To receive pay for an observed holiday, an employee must be regularly scheduled to work on the date of the holiday, and be at work their regular workday prior to the holiday and their regular workday following the holiday.

Paid Vacation Leave

Vacation leave is earned on a monthly basis for active, full-time employees. The maximum accumulation for vacation leave is 160 hours.

Paid Sick Leave

All active, full-time employees accrue 6.67 hours per month for sick leave. The maximum accrual for sick leave is 320 hours.

Educational Assistance

EECU provides a company-wide, comprehensive educational assistance program to encourage the development of employees and to help serve individual needs in order that employees may continue to contribute significantly to the company's growth and development.

PTO – Personal Time Off

Part-time employees will accrue PTO hours on a monthly basis. The maximum accumulation of PTO is 160 hours.

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