

# USC Arcadia Hospital

Keck Medicine of USC

## Benefits Summary - Opt-Out Plan

New: 10/21/2024

**Overview:** effective 1/1/2025, certain eligible employees of USC Arcadia Hospital are eligible for two Opt-Out plans in lieu of certain benefits. This replaces the prior “pay plus” plan. Additional pay is paid as a flat rate differential, applied after the regular rate considered for overtime.

**Eligible Employees:** Non-exempt (hourly) benefits eligible employees, generally those considered part-time or full-time at .5 FTE or greater. This includes members of CHEU and CNA collective bargaining units until the end of their current bargaining agreements: June, 2026.

**Enrollment Process:** New hires will have the option to select one of the Opt-Out options during their New Hire life event process during the first 30 days of employment. Employees moving from per-diem to benefits eligible (FT or PT) status will have the opportunity to select during their benefits enrollment process. Other benefits eligible employees will only be able to select the Opt-Out option during the Benefits Open Enrollment period.

### Opt-Out Option 1:

- Eligible employees agree to waive Medical, Dental and Vision coverages
- Employees must provide proof they are covered under other insurance coverage to avoid Affordable Care Act penalties
- Employees receive \$2.00/hour flat rate per budgeted hour
  - Example 1: Full-time 1.0 FTE employee scheduled 80 hours per pay period receives \$160/pay period
  - Example 2: Part-time .6 FTE employee scheduled 48 hours per pay period receives \$96/pay period

### Opt-Out Option 2:

- Eligible employees agree to waive Medical, Dental and Vision, Paid Vacation and Paid Holiday and receive limited Paid Sick time as required by law
- Employees must provide proof they are covered under other insurance coverage to avoid Affordable Care Act penalties
- Employees receive \$6.13/hour flat rate per budgeted hour
  - Example 1: Full-time 1.0 FTE employee scheduled 80 hours per pay period receives \$494.40/pay period
  - Example 2: Part-time .6 FTE employee scheduled 48 hours per pay period receives \$294.24/pay period

### Benefits Not Affected:

Retirement match, Statutory Sick Time as noted above, tuition reimbursement and tuition exchange program, and supplemental (employee paid) benefits.