



SIGCO Benefits – 12/1/2016 – 11/30/2017

Health Insurance: **Anthem Blue Cross / Blue Shield** (eligible 1st of the month following 60 days of employment)

HMO Maine		Blue Choice PPO	
Employee Only	\$41.07/wk	Employee Only	\$52.67/wk
Employee/Child(ren)	\$73.92/wk	Employee/Child(ren)	\$94.82/wk
Employee/Spouse	\$86.25/wk	Employee/Spouse	\$110.63/wk
Full Family	\$123.21/wk	Full Family	\$158.04/wk
Cost for Smokers			
Employee Only	\$51.07/wk	Employee Only	\$62.67/wk
Employee/Child(ren)	\$88.92/wk	Employee/Child(ren)	\$109.82/wk
Employee/Spouse	\$101.25/wk	Employee/Spouse	\$125.63/wk
Full Family	\$143.21/wk	Full Family	\$178.04/wk

Vision Insurance: **Anthem Blue Cross / Blue Shield** (eligible 1st of the month following 60 days of employment)

Employee Only	\$1.40/wk
Employee/Child(ren)	\$2.67/wk
Employee/Spouse	\$2.46/wk
Full Family	\$4.07/wk

Dental Insurance **Delta Dental (effective 1-1-17)** (Eligible 1st of the month following 60 days of employment)

Employee Only	\$11.58/wk
Employee +1	\$21.22/wk
Employee + 2 or more	\$37.04/wk

Life Insurance **Unum**
Company Provided - \$10,000 coverage

Short Term Dis: **Unum**
Elimination Period: 15 days
Duration: 13 weeks at 60% of salary.

Long Term Dis: **Unum**
Elimination Period: 90 days
Duration: 2 years at 60% of salary

Life, Short term and Long term are effective 1st of the month following 90 days of employment

401(k) **John Hancock**
SIGCO matches 25% up to 8% of wages



Sick Days 3/yr (may carry over from year to year) to a maximum of 10

Personal Days 2/yr

Vacation Days Based on years of Service

Holidays
New Year's Day (January 1)
Memorial Day (Last Monday in May)
Independence Day (July 4)
Labor Day (First Monday in September)
Thanksgiving (Fourth Thursday in November)
Day after Thanksgiving
Christmas Day (December 25)

