

# GREAT NORTHERN – CHIPPEWA FALLS 2026 BENEFIT PROGRAM

## MANDATED

- Social Security, Workers Compensation, and Unemployment Insurance

## DISCRETIONARY

*(Offered to all regular, full-time employees on the first of the month following thirty days of continuous employment)*

- Health Insurance Plan: Routine & Major Medical (monthly premiums)

	HSA \$1700				HSA \$3400			
	Single	EE+SP	EE+CH	Family	Single	EE+SP	EE+CH	Family
Level 1	\$126.87	\$306.99	\$253.74	\$440.11	\$63.48	\$154.38	\$126.95	\$222.02
Level 2	\$143.79	\$347.92	\$287.57	\$498.79	\$76.17	\$185.25	\$152.34	\$266.42
Standard	\$169.16	\$409.32	\$338.32	\$586.81	\$95.21	\$231.56	\$190.43	\$333.03

\*CH – child(ren)

- Dental Plan: Monthly Premiums - Single \$8.09, EE+SP \$16.19, EE+ CH \$19.91, Family \$29.46
- Voluntary Vision: Monthly Premiums – Single \$6.18, EE+SP \$12.36, EE+CH \$11.32, Family \$17.99
- Near Site Clinic
- Flexible Spending/Section 125
- Health Fitness Reimbursement - \$175.00
- Educational Assistance (grade based, i.e. A=100%, B=80%, C=50%)
- Employee Assistance Program
- Bereavement Leave
- Jury Duty Leave
- Military Leave
- Personal Time (based on consecutive calendar years of service)
  - New Hire Year: 3 weeks (prorated)
  - 10 Years: 4 weeks
  - 18 Years: 5 weeks
- Holidays (10 paid throughout the year)
- \$1.50 shift differential for 2<sup>nd</sup> & 3<sup>rd</sup> shifts
- Life Insurance, Accidental Death & Dismemberment
- Short & Long Term Disability Programs
- Retirement Savings Plan (discretionary employer contribution)
- 401k Plan [Company match up to 4% (100% of first 3%, \$.50 cents on the dollar for 4% & 5%)]
- Retirement Planning
- Employee Loan Program (must be employed a minimum of 3 years, low interest, up to \$7,500)

**Benefit coverage ends at midnight on the day of termination, with the exception of health and dental which end on the last day of the termination month.**