

## Northwest Workforce Council strives to attract and retain a highly skilled workforce

The Northwest Workforce Council offers one of the most competitive benefits packages in the state. Not only are the benefits 100% employer paid, but we go above and beyond what your typical employer offers in benefits and compensation.

We understand that your life revolves around more than just your career and that your priority is making sure that you and your family will maintain health and financial security. That's why we offer 100% employer paid medical insurance including vision effective immediately upon hire for employees, and we also offer 100% employer paid dental for employees and their immediate family members. Furthermore, the Council contributes 7% of each employee's gross wages to their personal 401(k), with no obligation to contribute by the employee themselves.

### Read about our benefits for full-time employees:

#### Insurance Benefits

Employees are covered by **Regence BlueShield: Regence Gold 500 2022 with Vision** medical. Employees and their immediate families receive dental coverage. Employees also receive long term disability insurance and are eligible for a wide range of services under the [Employee Assistance Program](#). The EAP is also extended to immediate family members. Each comes at no expense to the employee as these benefits are 100% employer paid.

#### Retirement Plan

The Council contributes seven percent (7%) of gross wages to employee's retirement account with [Principal Financial Group](#). Employee may elect to contribute to the plan, but is not required to do so.

#### Annual Vacation Leave

You begin accruing vacation starting your first month of employment and are able to take leave after six months of employment. Since we value your loyalty, the amount of vacation you can accrue increases the longer you work with us, to include one Personal Holiday day each year following your first year of employment. The Council supports members of the armed forces with 15 calendar days paid military leave per year. Vacation accrues for full-time employees as follows:

YEARS	ACCRUAL
During 1st year	10 days
During 2nd year	11 days + 1 Personal Holiday Day
During 3rd & 4th years	14 days + 1 Personal Holiday Day
During 5th, 6th & 7th years	15 days + 1 Personal Holiday Day
During 8th, 9th & 10th years	16 days + 1 Personal Holiday Day
During 11th year	17 days + 1 Personal Holiday Day

During 12th year	18 days + 1 Personal Holiday Day
During 13th year	19 days + 1 Personal Holiday Day
During 14th year & thereafter	20 days + 1 Personal Holiday Day

## Holidays

Full-time employees are entitled to eleven paid holidays:

HOLIDAY	DATE
New Year's Day	January 1
Martin Luther King, Jr's birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Fourth Friday in November
Christmas Day	December 25
Personal Holiday	Employee's selection each calendar year

## Sick Leave

Full-time employees accrue paid Illness and Injury Leave at the rate of one (1) day of sick leave per month. Paid Illness and Injury Leave may be used for the following: illness, injury, preventative health care, poor health, quarantine, exposure to a contagious disease that might endanger others, emergency childcare, disability due to pregnancy or childbirth, illness, injury or death of relatives.

Please contact our HR department if you have any questions regarding the Northwest Workforce Council's Benefit Package at [HR@workforcenorthwest.org](mailto:HR@workforcenorthwest.org)