




Wellbeing Guide for BMC Employees

Boston Medical Center
HEALTH SYSTEM



What if I need
emergency childcare
support for the day?
(page 4)

I just want
a good night's
sleep!
(page 11)

I want to invest
more for retirement,
but where do I start?
(page 8)

There has to be
a way I can save on
my commute, right?
(page 6)

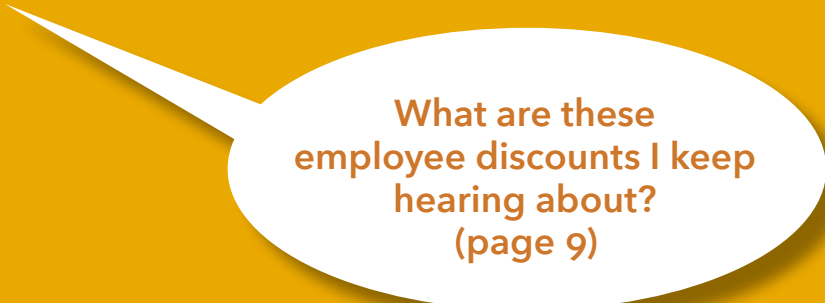
Sometimes
I feel like there aren't
enough hours in the day.
(page 2)

Committed to Your Wellbeing

Employee health and happiness are extremely important to who we are as an organization. We strive to provide exceptional benefits that improve the wellbeing of our employees and their families.

Many of your coworkers are already making our wellbeing programs a part of their everyday lives. We encourage you to try them for yourself—and commit to your wellbeing.

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**What are these
employee discounts I keep
hearing about?
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Free up your time!

EMPLOYEE PHARMACY CONCIERGE PROGRAM

Employee services at the BMC pharmacies include a pharmacy pick-up location exclusive to employees, home delivery of prescriptions by mail-order, or hand-delivery at work. The pharmacy will also follow up with your doctor when your prescriptions need to be renewed.

If you're on a BMC medical plan, you can save 75% or more off the cost of your co-pays by filling your prescriptions at BMC. Don't forget that employees can pick up prescriptions on behalf of their family members. Stop by a BMC pharmacy to speak to a pharmacist or email them at DG-EmployeePharmacyServices@bmc.org.

SAME DAY CARE FOR URGENT MEDICAL NEEDS

Emergency rooms typically have long wait times, but alternative options for non-emergent situations such as a cold or infection, can save you time and money when your doctor isn't available or you're away from home. Services are available on a walk-in basis, or by same-day appointment. These services are just a \$5 copay on all three employee medical plans.

Visit "Your Plan Options" at www.healthplansinc.com/bmc, and view the Emergency Room Alternatives.

Doctor on Demand: Through telemedicine service, doctors can treat many common medical conditions including infections, coughs, nausea, and pain. They can also provide mental health counseling and write prescriptions, all through live video chat.

CVS Minute Clinic: Get care for common illnesses and injuries from nurse practitioners.

Urgent Care Centers: These standalone sites provide treatment from doctors, nurse practitioners, physician assistants, and nurses.

CIRCLES PERSONAL ASSISTANT PROGRAM

Contact Circles, BMC's personal assistant concierge program, for free assistance in planning and coordinating all sorts of projects. Circles can help you find snow removal services, pet services, dining recommendations and reservations, travel agency services, moving services, product comparison and purchasing, party planning, and more.

You can place a request by calling **877.231.0456**, emailing bmcsupport@circles.com, or going to my.circles.com and registering with the code "circlesBMC".

EARNED TIME

Earned Time is paid time for scheduled and unscheduled absences such as vacations, holidays, sick days and personal days.

Years of Service at BMC	Earned Time Accrual Rates (earned/hours worked)	Annual Accrual for 40 hour/week employees
0-4 years	1 hour / 7.88 hours worked	33 days in a year
5-14 years	1 hour / 7.03 hours worked	37 days in a year
15-19 year	1 hour / 6.50 hours worked	40 days in a year
20+ years	1 hour / 6.05 hours worked	43 days in a year

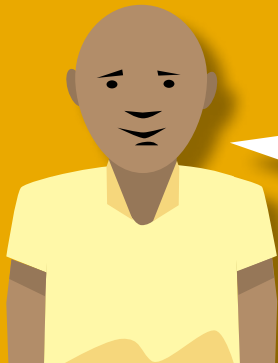
Additional Paid Time Off

Additional time off may be granted for bereavement, military training and jury duty. For detailed information, please refer to the "Paid Time Off" and "Holidays" policies in the Policy section of The Hub.

Holidays

The following holidays are observed at Boston Medical Center:

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day



**Support
your family!**

CARE@WORK

Backup Care: Find last-minute care for children, adults, and elders so you can go to work. Cost is \$6/hour for in-home care or \$10/day/child for in-center care. Employees may use 10 backup care days/year. All in-home care providers are fully vetted employees of Care.com. Common reasons to use backup care include:

- **For Children:** school vacation week, daycare is closed for a holiday or staff development day, their normal caregiver is sick.
- **For Adults/Elders:** you or your spouse is recovering from surgery, your parent needs a ride to a doctor's appointment, your adult dependent's normal caregiver is unavailable.

Free Premium Membership: Use free access to bmc.care.com to find caregivers for ongoing child, adult, pet, and household needs, such as tutors, dog walkers, babysitters, and house cleaners.

Call **855.781.1303**, visit bmc.care.com, or download the "Care@Work" app.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program can help with a variety of adult caregiving needs such as: finding adult daycare or assisted living locations, researching long-term care insurance, determining options for paying for elder care, addressing family caregiving dynamics, discussing caregiving issues and concerns, identifying ways to cope with stress, balancing work and family, and more. You will speak directly to an Elder Care Specialist who will work directly with you to develop an understanding of your unique needs, discuss the options best suited for your situation, and provide a comprehensive summary of available resources. All services are free.

Visit guidanceresources.com (register with code "BMC") or call **833.306.0107** for 24/7 assistance.

EMPLOYEE LACTATION PROGRAM

BMC's Employee Lactation Program offers lactation support to breastfeeding mothers returning to work. The program includes breastfeeding counseling and support and pumping space throughout campus. To learn more, visit internal.bmc.org/employee-center/employee-wellbeing/lactation. To obtain access to the lactation rooms on campus, please email HRConnect@bmc.org.

LEGAL SERVICE PLAN

If you elect the MetLife Legal Plan, you and your eligible dependents can receive certain personal legal services related to family law, estate planning (wills, basic trusts, guardianship), real estate, immigration assistance, document preparation, debt, and more. You don't pay the attorney for their services. Your cost is a bi-weekly payroll deduction.

To learn more, call **800.821.6400** or visit www.legalplans.com. You must enroll in this benefit in Workday as a new hire, during Open Enrollment, or after a qualifying event.

FOR DEPENDENTS NOT LIVING AT HOME

Children no longer living at home have access to the following benefits:

Medical Plan Coverage: Regardless of student status, children up to age 26 can be covered under all three of BMC's group medical plans with Health Plans, Inc. (HPI). If your adult children (ages 19 to 26) live outside of the plan's enrollment area for the BMC Select or BMC Tiered HMO, register them by calling HPI at **844.926.2262**. For sick or mental health visits, use telemedicine service through Doctor on Demand. (See page 2.)

Employee Assistance Program: Confidential counseling is available to family members through BMC's EAP with ComPsych. Call **833.306.0107** or visit guidanceresources.com (Register with Web ID: BMC).

Student Loan Refinancing: Dependents are eligible for a lower loan rate when they refinance their student loans through Laurel Road. There are no application fees or prepayment penalties. Visit www.laurelroad.com/bmc.

Diabetes Support Program: If your child is covered on an employee medical plan with HPI and has diabetes or pre-diabetes, they can receive their diabetes medications and supplies for free from a BMC pharmacy/BMC mail order, if they meet program requirements. Enroll at goodhealthgateway.com and select "Boston Medical Center."



Ease your commute!

COMMUTING TO WORK

BMC offers multiple discounts and services to ease the cost and stress of commuting to work.

Discounted MBTA Passes through Commuter Benefit Solutions

BMC employees who do not participate in the BMC campus parking program and are scheduled to work at least 24 hours a week are eligible for 35% off the cost of monthly MBTA passes. Participants pay for their MBTA pass over two pay periods. For example, for an April pass, you must elect your pass by March 5; deductions will be taken from your last paycheck in March and your first paycheck in April. Sign up at www.commutercheckdirect.com (Company ID: 1535), or call **888.235.9223**.

AAA Membership Discount

Through Working Advantage, BMC employees are eligible for discounted AAA membership rates. Visit www.workingadvantage.com/bmc.

PARKING & TRANSPORTATION SERVICES

The Parking & Transportation Services office at 710 Albany St. provides commuter assistance and transportation resources including information about shuttles, mass transit, parking, electric vehicle charging, and carpooling. They are open Monday - Friday from 7 am - 5 pm. Call **617.638.4915** or visit www.bumc.bu.edu/parking.

Personalized Commuter Assistance

If you would like Personalized Commuter Assistance to determine how to best commute to work, fill out a contact form at www.bumc.bu.edu/parking/benefits-resources/pca or call **617.638.4915**.

Parking Applications

There are several different parking options available at BMC. To sign up, please fill out an application at www.bumc.bu.edu/parking/forms or stop by the Parking office in person, and bring your car's make, model, and license plate number.

Parking Your Bike On The BMC Campus

There are many bike racks around campus, and a secure bike cage behind the 710 Albany Street garage. Call **617.638.4915** for access.

Discounted Zipcar Membership

BMC employees receive a waived application fee, a reduced annual membership fee of \$25, and discounted weekday rates. For more information, visit www.zipcar.com and click on the "for business" tab. Search for Boston Medical Center, where you can sign up using your BMC email address.

Discounted Blue Bikes Membership

BMC employees are eligible for over 50% off year-long Blue Bike Corporate Membership. Blue Bike is a bike sharing system throughout Boston, Brookline, Cambridge, and Somerville.

To sign up, visit www.bluebikes.com, click "Join", then underneath the "Membership Types" box click "I'm eligible for a Group/Corporate Discount." Select Boston Medical Center from the dropdown menu and enter program code 'BikeBMC' as well as your BMC email address. The Biking Resource Guide, described on page 16, has details on bike services and discounts.

A BETTER CITY

BMC is a member of A Better City TMA which gives employees access to their GoMassCommute (GMC) platform and benefit programs. Sign up for GMC at <https://gomasscommute.com>.

Guaranteed Ride Home (GRH)

GoMassCommute participants who telecommute, use public transit, walk, bike, or carpool to Boston Medical Center at least three days a week are eligible for the Guaranteed Ride Home program. In the event of an emergency, or any unforeseen overtime the Guaranteed Ride Home Program provides up to six free rides via Lyft. Rides are earned by logging your commute trips.



Make the most of your money!

FINANCIAL PLANNING

Working Credit

BMC employees can sign up with Working Credit for 12 months of assistance from a credit building financial counselor. Benefits of an improved credit score include lower monthly expenses and reduced financial stress.

During the first session, the counselor will review your financial situation and goals, help prepare a budget, review your credit report & score, and develop a personalized Credit Action Plan. Over 12 months, the counselor will provide unlimited one-on-one coaching and will prepare credit updates at 6 & 12 months to track progress.

For more information, visit <http://info.workingcredit.org/join/bmc> or contact Kristin by emailing kristin@workingcredit.org or calling **314.252.8342**.

Certified Financial Planners & Certified Public Accountants

BMC's Employee Assistance Program has CFP's and CPA's who can assist with a wide range of financial topics, including retirement planning, estate planning, and more. All phone consultations are free and unlimited. Call **844.324.3686**, Monday - Friday between 9 a.m. and 6 p.m.

Tax Return Assistance

The Benefits Department partners with BMC's StreetCred program as an IRS Volunteer Income Tax Assistance (VITA) site, to offer free tax preparation services to qualified employees with a family income under \$56,000, individual income under \$25,000, or speak limited English. Services are available February through April. Contact the StreetCred program for more information on eligibility and to schedule an appointment: **617.414.5170**, or email bmc@mystreetcred.org.

TIAA Financial & Investment Advice

TIAA, BMC's 403(b) retirement plan administrator, offers free, personalized, and objective one-on-one financial & investment advice sessions to BMC employees. Topics covered could include retirement planning, student loans, debt, and more. To schedule a session call TIAA at **800.410.6649**.

Garrett Planning Network

Garrett Planning Network (GPN) offers discounted financial planning services for BMC employees. GPN financial planners don't accept commissions, and can assist with tax planning strategies, investment portfolio analysis, risk assessments, determining estate planning needs, and more.

Visit hub.bmc.org/employee-center/employee-wellbeing to read more about their services, fees, and how to get started.

EMPLOYEE DISCOUNTS

Corporate Discounts

Many discounts are available for you to save on gym memberships, theater, mortgages and banking, cell phone providers, and transportation. Visit hub.bmc.org/employee-center/benefits/employee-discounts.

Working Advantage

All employees have access to the Working Advantage discount network which allows you to save up to 60% on amusement parks, movie tickets, retailers, and more. For questions, please call Working Advantage Customer Service at **800.565.3712**, or contact a vendor directly. Register at www.workingadvantage.com/bmc.

Auto and Home Insurance

BMC employees are eligible for discounted rates off auto and home insurance through payroll deductions.

- MetLife: **800.438.6388** (Discount code: BVO)
- Liberty Mutual: **800.730.6975** (Client code: 300332)

Cafeteria Discounts and Convenient Pay Option

All BMC employees receive a 20% discount with a valid employee ID at the BMC cafeterias. Employees may use their ID badge at the cafeterias and the BMC pharmacies to pay for their purchases, which will then be deducted from the next applicable paycheck.



Improve
your health!

EMPLOYEE ASSISTANCE PROGRAM

The EAP provides employees and their families with confidential counseling and referrals on behavioral health issues, substance use, smoking cessation, family problems, stress, career concerns, and more. Visit www.guidanceresources.com (use code: BMC) or call **833.306.0107**.

EMPLOYEE RESILIENCE CLINICIANS

The Employee Resilience Clinicians provide direct care and support for employees across BMCHS, including Short Term Individual Support for work-related stress and resiliency and Care Navigation to BMCHS Behavioral Health Benefits for long-term counseling. Contact them by email: resilience@bmc.org, phone: **617.414.4357**, or pager: 8010.

DAYLIGHT

This digital therapy program is designed to help you build your resiliency so you can feel better when facing life's tough challenges. It was created with evidence-based research and uses Cognitive Behavioral Therapy to teach you ways to manage your daily stress, worries, and anxiety, based on your specific needs. Register at www.trydaylight.com/bmc.

DIABETES SUPPORT PROGRAM

This free program helps BMC employees and their families with diabetes or pre-diabetes manage their condition. By meeting program requirements, diabetes medication and supplies are free at the BMC pharmacies! For information, call **800.643.8028** or enroll online at goodhealthgateway.com and select "Boston Medical Center."

DR. ROOPA MATHUR

Dr. Roopa Mathur is available to treat or help employees find psychiatric and therapy services. Contact her at roopa.mathur@bmc.org.

RESTORE RESILIENCE

BMC employees have access to a free 12-week program, Restore Resilience. The program will guide you through an individualized health support program to help you achieve or maintain the healthiest you. Sign up at www.restorehealth.com/enterprise/bmc_resilience.html.

SLEEPPIO

The sleep experts at Sleepio can help you get the best sleep possible. This six-week personalized sleep program uses Cognitive Behavioral Therapy (CBT) to teach you techniques to get your sleep schedule, thoughts, lifestyle, and sleep environment into shape. Discover your Sleep Score and how to improve it at www.sleepio.com/bmc.

SMOKING CESSATION

The BMC Tobacco Treatment Center offers a tailored program for employees to provide one-on-one, personal support. Through a partnership with Vincere Health, participants can earn money throughout their quit journey. Call **617.638.7665** to sign up.

HYPERTENSION CARE REWARDS PROGRAM

A Health Coach can help you successfully manage your high blood pressure. By meeting program requirements, generic high blood pressure medications are free at the BMC pharmacies. Enroll at <http://enroll.trestletree.com> or call **866.234.4635** for information.

COOKING CLASSES

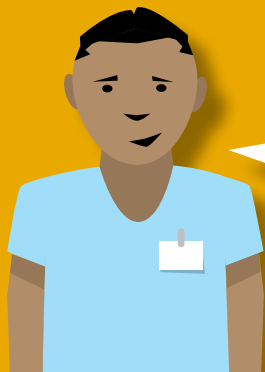
The Teaching Kitchen holds cooking classes that staff can attend. Visit www.bmc.org/nourishing-our-community/teaching-kitchen.

MINDFUL MOMENTS

Employees can sign up at <https://lp.constantcontactpages.com/su/KrzJF5v/mindfulness> to receive emails from The BMC Mindfulness Team. To learn more, email mindfulness@bmc.org.

ACUPUNCTURE

Acupuncture is a covered benefit in the employee medical plans with HPI. You may use any HPHC contracted provider, including BMC Family Medicine (**617.414.6264**). Or to find a provider off campus, call HPI member services at **844.926.2262**.



Give back!

Many of BMC's innovative programs rely on donations to ensure they can continue to provide the highest level of care and service to our patients and our community.

VOLUNTEER AT BMC

Many BMC employees volunteer their time to support programs that improve our patients' experiences, as it allows employees to experience first-hand our mission in action. Examples include:

- Cuddling babies who are born with opioid addiction
- Distributing food in BMC's Food Pantry
- Harvesting crops on BMC's rooftop farm

More information is available online: internal.bmc.org/programs/volunteer-services/employees-volunteers-program.

VOLUNTEER TAX PREPARER

Each year, BMC employees can partner with StreetCred and the Boston Tax Help Coalition to become certified tax preparers. This position enables employees to assist qualified staff and patients in completing their tax returns on campus. For more information, email bmc@mystreetcred.org.

ENTERTAINMENT CART

The Entertainment Cart is run by BMC volunteers. Volunteer Services asks for your donations of lightly used books and recent magazines. The Entertainment Cart visits all outpatient and inpatient buildings. Non-English reading material is preferred.

STOP HUNGER NOW CHARITY LICENSE PLATE

The purchase of this license plate will ensure access to affordable and nutritious food for those in need. Visit www.stophungerma.org.

DONATING TO BMC PROGRAMS

BMC offers innovative programs to support our patients, many of which are funded through grants and donations. Employees can easily contribute through payroll deduction to support their efforts.

- **Addiction Services:** Help improve the quality of care for inpatients struggling with addictions.
- **Birth Sisters:** Support at-risk mothers during pregnancy and their postpartum period.
- **Building the New BMC:** Support BMC's campus redesign efforts to build a more efficient and sustainable hospital.
- **Cancer Care:** Recognizing the whole patient, BMC provides support groups and celebrations, transportation reimbursement, patient navigation, and complementary therapies such as yoga and massage.
- **Domestic Violence:** The program provides counseling, advocacy, legal help, and safety planning for victims of domestic violence.
- **Elders Living at Home:** Fighting elder homelessness for over 25 years, this program supports elders with poor health address rising housing costs.
- **The Food Pantry:** This preventative service addresses nutrition-related illness and under-nutrition for our low-income patients.
- **The Kids Fund:** The fund provides food, clothing and home medical equipment not covered by insurance to children living under the poverty level.
- **Project Assert:** Substance Use Intervention: Helps patients who are treated in the Emergency Department with substance use disorder find the treatment and care that they need to recover.
- **Supporting Parents and Resilient Kids (SPARK):** Provides child care and therapeutic programs for children experiencing failure to thrive, developmental disabilities or abuse and neglect.
- **Violence Intervention Advocacy Program (VIAP):** Guides victims with physical and emotional trauma from community violence through recovery and brings hope and healing to their lives.

To sign up for a payroll donation, visit Workday and click on **Benefits > Change Benefits** and select "Voluntary Donations to BMC" from the drop down menu to select your program of choice or email HRConnect@bmc.org for assistance.



Continue your education!

TUITION REIMBURSEMENT

BMC offers tuition reimbursement to eligible employees. Depending on status, employees may receive up to \$5,000 per fiscal year. The reimbursement can be used for certificate- or degree-granting programs, or for individual classes. For more information, call **617.638.8585**, or visit hub.bmc.org/employee-center/learning-and-development/educational-assistance-opportunities.

GED AND COLLEGE PREP CLASSES

BMC contributes annually to the SEIU 1199 Training and Upgrading Fund to allow BMC employees who are covered by the SEIU Service and BEST contracts to take skill building classes to prepare for college. Find out more at hub.bmc.org/doc/1199seiu-tuf-educational-reimbursement-program-guide.

COLLEGE TUITION DISCOUNTS

In support of your career and educational goals, BMC partners with educational institutions to provide discounts on tuition. Partnerships include:

- **Undergraduate Programs:** discounts for BMC employees are offered at Boston University Metropolitan College (learn more at www.bu.edu/met/for-partners/bmc), where you can receive 50% off, and Drexel University (www.drexel.com/boston), where you can receive up to 40% off.
- **Graduate Programs:** BMC employees can pursue graduate certificates and degrees at Boston College (onlinemha.bc.edu/bmc) and receive \$100 off per credit hour, at the BU Graduate School of Medicine (www.bu.edu/gms/students/financing-options/bmc-employee-benefits) and receive 50% off tuition,

at Drexel University (www.drexel.com/boston) and receive up to 30% off tuition, at Chamberlain College (www.chamberlain.edu/bostonmedicalcenter) and receive 15% off tuition at Brandeis University (www.brandeis.edu/gps/future-students) and receive 15% off tuition,, and at Regis College (www.regiscollege.edu/admission/cp-boston-medical-center.cfm) and receive up to 20% off tuition.

These benefits occasionally change, so for the latest information and more details about these programs and others, visit:

hub.bmc.org/employee-center/learning-and-development/college-partnerships-and-discounts.

COLLEGE/EDUCATION SAVINGS

529 Savings Plans

Contribute money into a 529 savings plan to help save for a loved one's future education. Withdrawals for qualified education expenses are state and federal income tax free.

- **U.Fund College Investing Plan:** Massachusetts residents can claim a MA state tax deduction for contributions to this state-sponsored 529 plan (\$1,000 if single and up to \$2,000 for married persons filing jointly). For more details visit: www.mefa.org/products/u-fund-college-investing-plan.
- **ScholarShare College Savings Plan:** BMC employees may contribute via payroll direct deposit into this 529 plan. Visit www.scholarshare.com or call **800.544.5248**.

LAUREL ROAD STUDENT LOAN REFINANCING

BMC employees and their families are eligible for rate reductions on student loan refinancing. You can choose from 5, 10, 15 or 20 year loans with either fixed or variable rates. There are no application fees or prepayment penalties. Visit www.laurelroad.com/bmc.

SAVI: PUBLIC SERVICE LOAN FORGIVENESS (PSLF) SUPPORT PROGRAM

Savi helps eligible borrowers navigate the PSLF process by monitoring their loan type, helping them understand their choices, lowering their monthly payments, and ensuring they are enrolled in a forgiveness program. The cost is \$60/year. Visit www.tiaa.org/bmc/studentbysavi.com to get started.

BMC EMPLOYEE RESOURCE GUIDES

In addition to the programs listed in this guide, the Benefits Team has created a series of Employee Resource Guides with information on topics of interest to our employees. Some of the guides are listed below. They are all available in the Benefits Office or online at hub.bmc.org/employee-center/employee-wellbeing/employee-wellbeing-resource-guides.

Adult and Elder Care

Caring for an aging loved one, such as a spouse or parent, can be a challenging and emotional time. This resource guide provides a listing of benefits available to you that can assist you and your family throughout this process.

Biking

Whether you're a bike commuter or just ride for fun, the Biking Resource Guide has information for you. Check out the guide for discounts on gear and programs, a free annual bike safety check, a map of campus bike racks/cages, and more.

College Financing

This guide provides information on the entire college financing process. Learn how to save for college through a 529 plan, about programs for free or low-cost degree options, and how to receive discounts on student loan refinancing for you and your family.

Resources for Parents of Adopted or Fostered Children

Being a parent can be both joyful and stressful. The Employee Resource Guide for Parents of Adopted or Fostered Children includes a listing of BMC benefits, discounts, services, and information to make your family life easier.

Homebuying

This guide explains the steps involved in purchasing a home, and the resources and discounts available to you for the purchase and maintenance of your home. Find discounts on home insurance, mortgage lenders, and home painters, as well as access to a network of lawyers, and more.

Mental Health and Addiction Services

BMC aims to be a model employer for employees and their family members who need care and support in this area. In addition to innovative programs on campus, this guide provides information on services available for employees outside of BMC and through our employee medical plan.

Resource Guide for Parents

This guide provides helpful information when welcoming a new child to your family. It includes an overview on how to take a leave of absence, what your salary replacement will be while you're out, important information about your health insurance, and details on wellbeing benefits that can make your life easier during this important time.

Retirement Readiness

Retirement planning is a career-long process. This guide provides you with resources and an action plan that walks you through the steps you need to take prior to retirement. It includes how to replace your salary, what to do for medical coverage, and how to spend your time.

Smoking Cessation

Learn about the health and financial benefits of quitting smoking and the personalized smoking cessation program available to employees through the BMC Tobacco Treatment Center.

Transgender

This guide contains medical and general information on support services at BMC and in the community for transgender and gender non-conforming employees, as well as their family members.

Together We Can Thrive

This guide contains resources for housing, food, transportation, childcare, education and legal services from BMC programs, community services, and benefits that are exclusive to employees.

Loss, Stress & Bereavement

Losing a loved one can be an extremely difficult and life changing experience. This guide includes a listing of wellbeing resources for you and your family members, tangible steps to take to ensure your assets and documentation are in order, and a click-by-click guide of how to make the necessary updates to your benefits and personal information in Workday.

Wellbeing Resources & Benefits Updates After a Divorce

Going through a divorce can be a challenging experience. There can be major impacts to many areas of your life including financial, family care, housing, and behavioral health issues. Additionally, there will be many tangible steps to consider after your divorce is finalized. This guide will help you address these topics and Workday transactions.

Immigration

This guide contains information on support resources for employees and their family members at BMC and in the community. It also includes information on benefits on the BMC employee medical plan members applying for a permanent resident status.

Suggestions and ideas for new wellbeing programs are always welcome. Contact the Benefits Team at HRConnect@bmc.org.

Programs and resources are communicated throughout the year through the weekly The Week Ahead email.