



BENEFITS & BEYOND

Work Life & Culture

AALAS Certification

CCM encourages the animal care staff to become AALAS certified. In an effort to increase the overall knowledge and number of certified staff members, CCM offers an AALAS certification incentive program. The cost of the test and study materials will be reimbursed. An additional salary increase will be granted upon becoming certified.

CARE Committee

The **Committee for Appreciation Recognition and Education** organizes events for CCM staff throughout the year.

Employee Appreciation Events

Whether a formal departmental gathering or a team based activity, CCM finds ways to show appreciation to the staff through various events.

Some example events:

- Summer outing cruise on the Boston Harbor
- Holiday luncheon at the Wyndam Hotel
- Technician Appreciation Week activities

Science for Staff Presentations

CCM will periodically host research investigators to speak about how their research is supported by the care we give to the animals participating in the experiments.

Meeting & Conference Support

We encourage employees to attend local and national meetings. CCM will fund attendance at these meetings if abstracts are mentored and approved by leadership and then submitted to organizations such as AALAS, Shingo, or NEBAALAS.

Research & Community Events

Facility staff are periodically given the opportunities to enter lotteries to attend events held in the New England area.

Previous events have included:

- Bi-Annual NEBAALAS Technician Training
- Massachusetts Society for Medical Research Enrichment Symposium
- “Behind the scenes” tours of Franklin Park Zoo and the New England Aquarium



AT CCM WE REALIZE EMPLOYEES ARE OUR GREATEST RESOURCE!

The hospital provides us with a wide array of benefits, and our department offers several opportunities for:

- Career advancement
- Technical skill & interpersonal development
- Recognition

The staff members at CCM are the front-line caretakers for the research animals at one of the premier hospitals in the world. We take our job seriously and work every day to support each other as we strive to provide the animals participating in research the humane, quality care they deserve.

We strive to exemplify a “Lean Management” culture. Problem solving and team work are core valued behaviors used in our efforts to provide the research staff the resources they need to conduct experiments increasing our scientific knowledge or developing therapies to treat devastating medical conditions.



MGH BENEFITS AT A GLANCE

Are you maximizing all MGH has to offer?

Medical Coverage

You have a selection of four plans, representing the full spectrum of healthcare program offerings from fee-for-service to HMOs: Partners Plus, Partners Value, Harvard Pilgrim Health Plan and Tufts Health Plan.

Prescription Drug

When you enroll in an MGH medical plan, you will receive prescription drug coverage through Express Scripts. Express Scripts offers both retail and mail order drug coverage for a co-payment based on drug designation.

Dental Coverage

You may select from two Delta Dental plans: Major and Basic Dental.

Vision

Davis Vision provides coverage for basic vision services using a network of participating optometrists.

Paid Time Off

MGH employees accrue a bank of earned time (used for holidays, illness, vacation or personal days) based on years of service and standard hours. Your earned time accrues over the course of a year, with new employees earning 29 days annually (prorated for part-time employees). MGH observes nine core holidays which come out of your earned time bank.

Extended Sick Leave/Disability

A separate accrual of Extended Sick Leave (ESL) is used for short-term illnesses. ESL accrues annually at the rate of one times an employee's weekly standard hours.

Life/Accidental Death & Dismemberment Insurance

MGH provides one times your pay in Life Insurance coverage. You may choose to purchase additional life insurance and/or AD&D insurance to increase your level of coverage, or you may purchase coverage for your spouse or dependents.

Retirement

The MGH Cash Balance Retirement Plan assists employees with financial security in retirement. Once you are eligible, your account is credited with an amount based on age, annual pay and length of service. MGH also offers Tax Sheltered Annuities (403(b)) that permit you to voluntarily save for retirement on a pre-tax basis with the following vendors: TIAA-CREF, Fidelity and Vanguard.

Tuition Reimbursement

Employees can receive up to \$2,000 for degreed program courses and up to \$750 for approved certifications.

For more information

Visit <https://www.massgeneral.org/careers/> for detailed descriptions of benefits, career development opportunities, and FAQs.

You may also contact CCM Employee Services with any questions:

Cliff Gibbons
617-643-2971
cgibbons1@partners.org

Flexible Spending Accounts

You may establish a reimbursement account for Health Care and/or Dependent Care expenses. The Health Care Account yearly maximum is \$2,500 pre-tax, and the Dependent Care account yearly maximum is \$5,000 pre-tax if you are single or married, filing jointly.

Work/Life Resources

There are a wide variety of resources available to assist MGH employees with maintaining a healthy balance. Our Employee Assistance Program, childcare and eldercare programs and referrals and back-up childcare all help our employees meet the challenges of balancing work and family. <http://eap.partners.org/>

MBTA

Subsidized public transportation passes may be purchased on a pre-tax basis for subway, bus, and commuter rail.

Parking & Shuttle Services

MGH offers subsidized affordable parking for employees, as well as routine shuttle service to the main campus of the hospital, Charlestown Navy Yard, and local Satellite facilities.

Pet Insurance

Through VPI pet insurance, MGH offers discounted coverage for companion animals.

Fitness Benefit

MGH has subsidized health clubs within walking distance of the hospital.

Perks

Employees are eligible for a variety of discount tickets to movies, shows, sporting events, and other activities and services around Boston.