

Benefits and Eligibility

Reference: Personnel Policy – 500.01. It is the policy of the Club to provide employment benefits to its Regular Full Time employees and to make them aware of all eligibility requirements during the hiring and onboarding process.

Every club will offer a different benefit package to its employees. The below sample is one club's explanation of benefits and eligibility:

“Only Full Time employees are eligible for benefits unless otherwise noted. Full Time employees qualify for most benefits after their 90-day introductory period.

Benefits include:

Medical Plan For Employees And Dependents. *Full Time employees are eligible for the Medical Plan program. Full time employees must complete the 90-day introductory period.*

Dental. *Full Time employees are eligible for the Dental Plan program. Full time employees must complete the 90-day introductory period.*

Life Insurance. *Full Time employees are eligible for the Life Insurance Plan program. Full time employees must complete the 90-day introductory period.*

Accident Insurance. *Full Time employees are eligible for the Accident Insurance Plan program. Full time employees must complete the 90-day introductory period.*

Long Term Disability Insurance. *Full Time employees are eligible for the Long Term Disability Insurance Plan program. Full time employees must complete the 90-day introductory period.*

401k Retirement Plan. *Full and Part Time employees with one or more years of service and who work a minimum of 1,000 hours per year are eligible to participate in the 401K Retirement Plan.*

Sick/Emergency Pay. *Full Time employees with more than one year's service will be granted up to three paid sick/emergency days per year. These days may only be taken in full day segments only.*

Vacation. *Vacations for each Full Time employee will be based on the length of time of continuous employment with the Club. After an employee's introductory period has been completed, the employee may begin to accrue vacation time equal to ½ day for each month worked (following the introductory period) up to 1 year of service. The employee may only begin to accrue vacation time after 90 days of continuous employment following the original hire date.*

Bereavement Leave. *Full Time employees are eligible for the Bereavement Leave Plan program. Full time employees must complete the 90-day introductory period.*

Holidays. *The Club provides paid holidays for all Full Time employees. Full time employees must complete their introductory period.*

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Take Away: Managers and supervisors must be aware of benefits and eligibility and be able to answer basic questions concerning these from their employees. More complicated or detailed questions should be referred to the HR Manager.