



Benefits Snapshot

At A Glance

At BXD we are proud to offer comprehensive benefits to support your physical, mental, and financial health — and that of those you love. Because choosing your benefits takes careful thought and planning, we created this virtual benefits showcase to help you easily navigate and understand our offerings. Our programs are designed to be flexible, so you can choose the benefits that best meet your needs.

Eligibility

Employees working 24 hours per week or more are eligible for a comprehensive benefits package. All benefits mentioned are available on day one of employment unless otherwise noted.

Medical - UHC Oxford	Premium Cost Range
Liberty EPO	\$29.49 to \$194.89
Freedom EPO	\$39.51 to \$316.29
Freedom Direct (PPO)	\$67.21 to \$427.05
Liberty HSA	\$0

Dental & Vision Options
UHC PPO Dental with UHC Vision
UHC Select Managed Care Dental with Vision
Direct Reimbursement Dental & Vision

No Premium Cost!

*Medical plan costs are dependent on family size and salary amount. BXD subsidizes plans at 50 to 80% depending on salary.

Time Off

BXD offers generous paid times off and leave options for all eligible employees.

- Up to 6 weeks of vacation time annually
- Paid sick days
- 10 personal days
- 20 weeks of parental leave
- 6 weeks sabbatical for staff with 5+ years of experience
- 12 weeks of FMLA
- New York Paid Family
- Short-term Disability
- Prenatal Leave
- Bar Leave

Employee Development & Support

BXD offers various forms of support and development for our employees from day one.

- Employee Assistance Program (EAP) Options through Acentra Health and Guardian offering confidential counseling services for personal or work-related issues.
- Up to six counseling sessions covered by the Healing Collective (up to two events per year)
- Up to six counseling sessions covered by Elizabeth Keeney, LCSW (up to two events per year)
- Director of Workplace Wellness offering and creating support specifically catered to employee wellness

Equitable Healthcare Pools

Financial assistance for equitable access to mental health resources, prescriptions/out-of-network providers and medical devices, gender affirming care and fertility support that is inclusive of but not exclusive to LGBTQ+ employees.

Retirement

403 (b) with a 3% employer contribution with the option to contribute to your account.

Disclaimer: This is not an offer of employment. This description of employee benefit summarizes the provisions of the BXD Handbook and Collective Bargaining Agreement and does not attempt to cover all the details contained therein. This summary reflects benefits in place at the time of creation and are subject