



2019 Benefits Overview - Drivers

At BRT, Our Leaders Are Also Drivers!

Wage Adjustments

Wages are regularly reviewed and periodic adjustments are made as appropriate.

Overtime

Overtime is paid after 48 hours every week.

Paid Time Off*

0 - 1 years: 64 hours (prorated based upon date of hire)

1 - 2 years: 64 hours

3 - 8 years: 104 hours

9+ years: 144 hours

Bereavement Time*

8 hours of the Team Member's regular, hourly pay rate for bereavement time will be paid. Up to three bereavement days will be granted depending upon circumstances.

Jury Duty*

The difference between a Team Member's regular daily earnings (based upon an 8 hour work day) and the amount they receive for jury duty service will be paid for up to three days.

Holidays*

8 hours of the Team Member's regular, hourly rate will be paid for the following Holidays: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Sign On Bonus

Regional/OTR: \$5,000 / Local: \$3,500

Paid in four installments (three, six, nine and twelve months) over the first year of employment.

Recruiting Bonus

Regional/OTR/Local: \$2,500

(paid in 4 equal quarterly installments)

Safety Meetings

Safety meetings are held every year.

Per Diem Reimbursement

When Drivers are asked to stay out overnight, per diem reimbursement is issued at \$35 per night spent away from their home base.

Shoe Allowance

Boots are reimbursed up to \$125 once per calendar year.

Uniforms

A full set of uniforms are issued at hire. Additional items needed may be requested throughout the year.

**F/T Team Members are eligible for this benefit the 1st of the month following successful completion of a 45 day probationary period.*

Health Insurance* (The premiums are listed as bi-weekly payroll deductions)

Base Option: Annual Deductible \$5,944 (Individual)/\$7,444 (Family) in-network & \$3,000 (individual) / \$6,000 (family) out-of-network.

High Option: Annual Deductible \$5,444 (Individual)/\$6,444 (Family) in-network & \$2,000 (individual) / \$4,000 (family) out-of-network.

Coverage	Team Member	Team Member & Spouse*	Team Member & Child(ren)	Family
Base Option	\$115	\$241	\$185	\$330
High Option	\$152	\$319	\$244	\$439

Note: These premiums are based on non-tobacco user discounted rates. Tobacco users pay higher premiums.

Dental Insurance* (The premiums are listed as bi-weekly payroll deductions)

Annual Deductible \$50 (Individual) / \$150 (Family)

Team Member	Team Member & 1 Dependent	Team Member & 2 or more Dependents
\$13	\$25	\$38

Life Insurance*

BRT paid policy in the amount of \$10,000 for all benefit eligible Team Members. No medical questions asked.

Aflac Supplemental Insurance*

Short-Term Disability; Cancer; Critical Illness; and Accident policies are available to purchase at 100% to Team Members through payroll deductions.

Vision Discount Program*

BRT paid vision discount program through VSP (for all full-time Team Members) offers up to a 20% discount on eye exams, glass and/or contact lenses at participating providers.

Additional EyeMed vision discount program through Aetna for health plan participants.

Flexible Spending Account*

Allocate up to \$2,650 in pre-tax dollars (via payroll deductions) to use for non-covered medical expenses incurred during the calendar year. (Federal allowance may change each year.)

401(k) Plan*

Empower Retirement Services administers our 401(k) plan. Team Members are eligible to participate the first of the month following their 90 day probationary period. BRT matches 25% on the first 6% contributed by the Team Member after one year of employment.

**BRT has a spousal exclusion policy for working spouses who are offered benefits through their employer or who are Medicare eligible (due to age or disability)*