



2020 Benefits Overview - Drivers

At BRT, Our Leaders Are Also Drivers!

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

Parental Leave**

5 days of the Team Member's regular, hourly pay rate will be paid @ 8 hrs/day for the birth or adoption of a child.

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 (*eligible immediately*).

Sign On Bonus

Regional/OTR: \$5,000 / Local: \$2,500

Paid in four equal installments (3, 6, 9 & 12 months) over the first year of employment.

Wage Adjustments are regularly reviewed & made as needed.

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

Recruiting Bonus

Regional/OTR/Local: \$2,500

(paid in 4 equal quarterly installments)

Overtime is paid after 48 hours every week.

Safety Meetings/Trainings are held every year.

Per Diem Reimbursement

Per Diem reimbursement is issued at \$35 per each assigned night spent away from their home base.

Shoe Allowance - Boots are reimbursable up to \$125 ea. yr (1x).

Uniforms

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

Flexible Spending Account**

Allocate up to \$2,750 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 45 day probationary period. BRT matches 25% on the first 6% contributed by the Team Member.

Aflac Supplemental Insurance**

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

HEALTH INSURANCE

Coverage	Base Medical Option	High Medical Option	Dental	Vision	Vision Annual Allowance
Team Member	\$121	\$160	\$14	\$2.67	\$130
Team Member & Child(ren)	\$194	\$256	-----	-----	-----
Team Member & Spouse* / TM + 1	\$253	\$335	\$26	\$5.34	\$130 each
Family	\$347	\$461	\$40	\$7.15	\$130 each
Annual Deductibles (individual/family)	\$1500 / \$3000	\$1000 / \$2000	\$50 / \$150	\$0	-----

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

(Contribution Rates are shown in bi-weekly payroll deductions)

**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).*