



# Package Handler Benefits at a Glance

## Medical, Dental and Vision - Eligible after **1,000 hours**

*\*FT Package Handlers will be eligible for Medical, Dental and Vision after 90 days.*

## Tuition Reimbursement - \$1,500/Year after **60 days**

## Paid Time Off (vacation, sick, personal reasons) - Eligible after **90 days**

*PT Package Handlers = 1 hour for every 20 hours worked, 40 hours maximum per fiscal year*

*FT Package Handlers = 1 hour for every 20 hours worked, 80 hours maximum per fiscal year*

*Note: Reference HMR-013, PTO for package handlers for additional information for paid sick leave locations.*

### LifeCare

(<https://worklifebalance.lifecare.com>)

- Immediately eligible

### Employee Assistance Program (E.A.P.)

- Immediately eligible
- 1-800-274-HELP

### Voluntary Benefits

- Critical illness
- Auto and Home
- Hospital Indemnity
- Accident Insurance
- Identity Theft Protection
- Pet Insurance

### Stock Purchase Plan

- You have attained the age of majority in the state you reside
- Have 3 consecutive months of employment

### Adoption Assistance

- \$5,000 per calendar year
- \$15,000 max

### Paid Parental Leave

- Two weeks paid Parental Leave

## Paid Holidays - Eligible after **1 Year**

- Labor Day • Memorial Day • 4th of July • Thanksgiving Day • Christmas Day • New Year's Day
- **PT Package Handlers** = 3.5 hours of holiday pay • **FT Package Handlers** = 7.0 hours of holiday pay

## Paid Parental Leave

Paid Parental Leave provides two weeks of paid leave for the birth or finalized adoption of a child. If both parents are FedEx employees, both are eligible to take Paid Parental Leave.

## Progressive Wage Schedule

## Paid Every Friday

### Group Discounts

- <https://worklifebalance.lifecare.com>
- FedEx shipping discount

### Wage Payment Options

- Direct deposit
- Pay Card
- FedEx Credit Association

### FedEx Credit Association

- [www.fecca.com](http://www.fecca.com)

### QRPs

(Quality Recognition Programs)

### R.E.S.P.E.C.T

(Resolving Employee Situations and Problems Encourages Company Wide Trust)

For more information, visit **GroundWarehouseJobs.fedex.com**.

FedEx Ground is an equal opportunity/affirmative action employer (Minorities/Females/Disability/Veterans) committed to a diverse workforce.