

Fairview and You

Afternoon Webinar



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Fairview since 2021

What's your why?

Transformational impact

Limitless opportunity

Respect for the individual

Valued Member of the team

Fairview



Transformational Impact

Benefits and Programs

Employee Giving

Giving gratefully, together.



[Learn more](#)

Fairview

Helps to support care, programs, and services here and beyond.

60+ funds are available, goes directly to the fund or funds you choose.

Employee Giving options:

- Per-pay-period gift
- One-time payroll gift
- One-time PTO (hours converted to a cash gift)
- Online giving

University of Minnesota Foundation is the fundraising entity for our organization.



Valued Member of the Team

Benefits and programs

HEARTbeat



Peer-to-Peer Recognition

- E-cards with a message of praise or gratitude
- You can send an e-card to colleagues to:
 - ✓ Say thank you to a co-worker
 - ✓ Celebrate a birthday
 - ✓ Congratulate a co-worker on completing a project
 - ✓ Many other e-cards are available

Career Milestone Recognition

- Recognize our employees' many years of dedication
- Offers incentives beginning at 5 years of service
- Badge reel highlighting anniversary.
- Every 5 years after, select a special gift item exclusive to employees hitting career milestones.

Health and Wellbeing Benefits and Programs

Wellbeing Reimbursement Program Benefit (ThrivePass)

- Get reimbursed for eligible wellbeing programs/activities
- Fitness apps, cooking classes, weight management programs, race registration fees, parenting classes through Amma, and more.
- Available to benefit-eligible employees

Corporate Fitness Partnerships/Discounts

- Open to all employees.
- Fitness equipment/gear, reduced or waived joiners fee, or small percentage off per month on club dues.
- Ex: Waived joiners fee, discount at YMCA, Snap Fitness and more!
List of participating gyms on Intranet
- May need to show Fairview ID badge

Wellbeing Champion Network

Healthy Savings Program



Save on fresh produce

- Instantly save 25% off fresh produce up to \$5/week at participating stores
- Additional discounts on other healthier foods
- Cub, Hy-Vee, Walmart, Coborns, Lunds and Byerlys, and more!

Eligibility and Registration

- Benefit-eligible employees can enroll in this program
- Visit the Employee Wellbeing Intranet [site to register](#)
- Card will be sent in the mail within 6 weeks of registration

Employee Assistance Program (EAP)

Provides counseling with a licensed professional

- ✓ Employee and family members (over 13)
- ✓ Up to 6 sessions per issue
- ✓ Visits by video, phone or in person
- ✓ Highly confidential, no information is shared in EPIC or medical records
- ✓ Same day call back service for urgent needs

Web portal for wellbeing and workplace topics:

www.fairview.org/EAP

password: Fairview

Legal/ financial advisor services, call [833-736-9422](tel:833-736-9422)

Contact: eap@fairview.org or call [612-672-2195](tel:612-672-2195)
to schedule appointments or have questions

Employee Assistance Program (EAP)

Common reasons people contact EAP:

Mood

Depression, anxiety, anger, traumatic events, substance use concerns

Relationships

Couples, parenting, caregiver support

Work

Conflict, performance, compassion fatigue

Resource

Referrals to a variety of internal and community resources

Legal

Free phone consultation with a legal advisor, 30-*minute free consultation with a local attorney, and discounted rates for retaining a lawyer

Financial

Free phone financial counseling

Caregiver and Parenting Resources

Child-care discounts

- New Horizon Academy daycare centers - Regular Daycare and Emergency Backup Care
- New Horizon has many daycare centers that offer a distance and e-learning daycare program, where you student can receive support for their distance/e-learning school day
- Access to up to 10 days of emergency back-up care each year, for short term backup childcare. Based on space availability.

Adoption Assistance

- Fairview's adoption assistance plan will reimburse eligible employees a portion of the cost once finalized

TurnSignl – On-demand legal guidance app

An on-demand, real-time service for drivers to chat virtually with an attorney for legal guidance when they're pulled over or in an auto accident.



Getting started:

1. Watch for an activation email from noreply@turnsignl.com within 4 weeks of your start date. This email is unique to you and will have instructions on how to claim your subscription.
2. Download the TurnSignl App and allow permissions
3. Start driving and use when applicable!

Join Team Fairview to run or walk in Twin Cities in Motion Corporate Team Challenge (CTC) Races!

- **Run, Walk or Volunteer with Team Fairview!**
- **Twin Cities Marathon Weekend Events: October 5th and 6th**
 - Discount codes available for Twin Cities Marathon, TC10k, TC5k
 - Guaranteed (paid) entry available for the TC 10 mile through June 26th, 2024
- **Corporate Team Perks**
 - Access to CTC Tent post race
 - Food, extra bathrooms and more



10,000
REASONS TO RUN

Find Discount Codes on the Employee Wellbeing – Upcoming Programs and Events Intranet Page

* Please note: CTC Team Perks vary by race

All Fairview employees are eligible to register using the Fairview corporate team discount codes



Limitless Opportunity

Benefits and Programs

Your Continued Development

Organizational Development and Learning (OD&L)



**Development
webinars**



**On-demand
classes**



**Consulting
services**



**Diversity, equity
& inclusion**



Tuition Assistance and Reimbursement

Eligible employees can receive up to \$5,250 per year towards tuition and books *1-year commitment period applies

Tuition Assistance

- Direct pay option available to select institutions:
 - Augsburg University
 - Bethel University
 - Century College
 - Metropolitan State University
 - Minneapolis College
 - Rasmussen College
 - St. Catherine University
 - Saint Paul College
 - University of Minnesota

Tuition Reimbursement

- You can also submit for reimbursement to other schools

*Non-contract, benefit-eligible employees may participate, contract employees should refer to their union contract

[Education Benefits Page](#)

Loan Forgiveness Program

Up to \$2,000/year, maximum of \$10,000 over five consecutive years

*2-year commitment period applies

Applies to select job roles only:

- RN's
- MA's
- Surgical Techs
- Respiratory therapists
- Lab (CLS, Histo, CLT)
- Pharmacy Tech
- Nursing Assistant
- Psychiatric Associate
- Security Officer
- Environmental Services Aide
- Nutrition Services Aid

Other job roles may be eligible. Please view the full list on the [Education Benefits Intranet page](#).

Tuition Discounts and Scholarships

Tuition Discounts

- Discounts at several private programs. The discounts are administered by the schools.
- Example schools:
 - Augsburg
 - St. Catherine's University (select programs, including a discount on the [St. Catherine University RN-BS Degree Completion](#) program)
 - Bethel University
 - and more.

Fairview Scholarships

- Six different education scholarships.
- All employees are eligible.
- More information [here](#).

Find more information on this [Learning and Development page](#)



Additional Employee Perks and Programs

Scan & Go:

Cafeteria Payroll Deduction

Eligible employees can use their ID badges to buy food and beverages at every hospital location.

- Automatically enrolled if primary location has a cafeteria
- Purchases come out of your paycheck
- Casual employees not eligible
- Debit/credit cards still accepted



Additional Employee Perks

Fairview offers employees discounted pricing on:

- Reduced rates on Metro Transit
- Additional discount information on the Perks and Discounts Intranet Page
 - Cell phone plans
 - MERSC discounts
 - and more!

