



# Package Handler Benefits at a Glance

**Medical, Dental and Vision** - Available immediately for FT Package Handler  
*\*PT Package Handlers will be eligible for Medical, Dental and Vision available after 90 days.*

**Tuition Reimbursement - \$5,250/Year** - Eligible immediately

**Paid Time Off** (vacation, sick, personal reasons) – Eligibility based on Full/Part Time status and state laws.

*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
- Hospital
- Indemnity
- Auto and Home
- 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.