

TrueBlue
Employee Benefits

Puerto Rico Associates

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THE PEOPLE COMPANY®

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2026 Employee Benefits Guide

Please read this guide carefully. It summarizes your plan options and provides helpful tips for optimizing your benefits. If you have questions about benefits and the annual enrollment process, contact the TrueBlue Benefits Department through My Service Center for assistance.

Annual notices are available here:
https://online.flippingbook.com/view/632304410/

Who is Eligible?

Benefits are available to all full-time eligible Employees (minimum 30 hours per week) and their dependents. If you enroll during Open Enrollment, your benefits will become effective on January 1, 2026. For Major Medical plans, coverage becomes effective the first of the month following 60 days from the date of eligibility. For all other benefits, coverage becomes effective the first of the month following 30 days from the date of the first pay check.

Eligible dependents include:

	Your Spouse
	Your children from birth to age 26

(Includes your natural, legally adopted, stepchildren and/or your unmarried dependent children of any age who are mentally and physically disabled or are dependent on you for support).

How to Enroll

NEW FOR 2026 OPEN ENROLLMENT! This open enrollment period will be a self-service enrollment. This means that you will need to manually log in and select the coverages you desire for next year. Your current coverages will not carry-over. If you don't actively select coverage, you will not have coverage during the 2026 plan year, unless you experience a qualifying life event.

To sign up for benefits, visit the link below to self enroll or to schedule an appointment with a benefit counselor before the end of your enrollment period.

Self Enrollment: www.memberbenefitlogin.com/tbassociates

Benefit Counselor: tbassoc.mybenefitsappointment.com

Making Changes

Choose your benefits carefully. IRS regulations state that you cannot change your pre-tax benefit options during the year unless you experience a qualifying life event (QLE). Qualifying life events include, but are not limited to:

- Birth, legal adoption, or placement for adoption.
- Marital status.
- Dependent child reaches age 26.
- Spouse gains or loses employment or eligibility with current employer.
- Death of a covered dependent.
- Spouse or dependent becomes eligible or ineligible for Medicare/Medicaid or SCHIP.
- Change in residence that changes eligibility for coverage.
- Court-ordered change.

Changes to your coverage due to a qualifying life event must be made within 30 days of that life event. Proof of the qualifying life event is required (marriage certificate, divorce decree, birth certificate, or loss of coverage letter).

Note: Any change you make to your coverage must be consistent with the change in status.

Please call your Associate Benefits Department at 253-680-8443 with any questions regarding this annual enrollment.

Enrollment Deadlines

Current Employee	New Hire	Qualified Life Event
ENROLLMENT OPPORTUNITY Annually during the open enrollment period.	**ENROLLMENT OPPORTUNITY** Must enroll within 30 days of receiving your first paycheck.	**ENROLLMENT OPPORTUNITY** Changes must be made within 30 days of life event.
Coverage Effective Date Start of plan year January 1st	**Coverage Effective Date** First of the month following 30 days after your first paycheck	**Coverage Effective Date** Date of life event

Bi-Weekly Employee Payroll Contributions

Fixed Indemnity Supplemental Medical Plans

Rates	Standard Plan		Preferred Plan	
	Weekly	Bi-Weekly	Weekly	Bi-Weekly
Employee	$13.50	$27.00	$17.84	$35.68
Employee + spouse	$27.85	$55.70	$38.16	$76.32
Employee + child(ren)	$22.83	$45.66	$30.78	$61.56
Family	$37.19	$74.38	$51.10	$102.20

Short Term Disability (STD) Insurance Plans

Employee Rates	Low Plan		High Plan	
	Weekly	Bi-Weekly	Weekly	Bi-Weekly
Employee	$6.36	$12.72	$11.72	$23.44

Critical Illness Plans

Rates	Low Plan		High Plan	
	Weekly	Bi-Weekly	Weekly	Bi-Weekly
Employee	$2.46	$4.92	$4.92	$9.84
Employee + spouse	$3.69	$7.38	$7.38	$14.76
Employee + child(ren)	$2.46	$4.92	$4.92	$9.84
Family	$3.69	$7.38	$7.38	$14.76

Accident Plans

Rates	Low Plan		High Plan	
	Weekly	Bi-Weekly	Weekly	Bi-Weekly
Employee	$0.98	$1.96	$2.23	$4.46
Employee + spouse	$2.21	$4.42	$4.86	$9.72
Employee + child(ren)	$2.21	$4.42	$4.86	$9.72
Family	$3.44	$6.88	$7.49	$14.98

Life & AD&D Plans

Rates	Low Plan		High Plan	
	Weekly	Bi-Weekly	Weekly	Bi-Weekly
Employee	$2.63	$5.26	$3.95	$7.90
Employee + spouse	$2.99	$5.98	$4.31	$8.62
Employee + child(ren)	$2.99	$5.98	$4.31	$8.62
Family	$2.99	$5.98	$4.31	$8.62

Hospital Indemnity Plan

Rates	Weekly	Bi-Weekly
Employee	$2.08	$4.16
Employee + spouse	$4.16	$8.32
Employee + child(ren)	$3.34	$6.68
Family	$5.41	$10.82

Cancer Detection Plan

Rates	Weekly	Bi-Weekly
EE Only: Under 50	$4.15	$8.30
EE + SP: Under 50	$8.30	$16.60
EE Only: 50-64	$5.08	$10.16
EE + SP: 50-64	$10.16	$20.32
EE Only: 65+	$6.00	$12.00
EE + SP: 65+	$12.00	$24.00

Identity Theft Protection

Rates	Weekly	Bi-Weekly
Employee	$2.07	$4.14
Employee + spouse	$3.45	$6.90
Employee + child(ren)	$3.45	$6.90
Family	$3.45	$6.90







The descriptions of the benefits are not guarantees of current or future employment or benefits. If there is any conflict between this guide and the official plan documents, the official documents will govern.

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