

U.S. Benefits designed for your growth

At Bausch Health, we recognize our team members are passionate about their work, and through their commitment and performance, they are the key to our company's success. In return, we provide a competitive benefits program. In the United States, our comprehensive program includes:



Flexible benefits plans

We offer a competitive benefits program designed to meet the medical, dental and vision care needs of you and your family including assistance with finding doctors and reviewing claims.



Paid Time Off

We offer all exempt employees discretionary time off to relax and recharge. Non-exempt employees are eligible for three weeks' vacation per year. All employees also receive sick time and holiday pay.



Tax-advantage spending accounts

Health care and dependent care spending accounts and Health Savings Account (HSA) options.



401(k) Retirement Program

We offer a substantial company match and tools to help you save for retirement.



Life Insurance and Disability Income Protection

We provide company-paid life insurance and disability income protection, with optional buy-up.



Tuition Reimbursement Program

We encourage our employees to build professional knowledge and skills by providing reimbursement for the cost of taking approved business or job-related courses towards earning a degree through an accredited college or university.



Voluntary Benefits

Additional benefits, such as group legal, ID theft protection, Long-Term Care, Adoption and Surrogacy benefits, student loan refinancing as well as employee discounts are options available to our employees.



Employee Referral Program

We welcome employees to connect us to individuals committed to enhancing health outcomes and making a difference.



Paid Parental Leave

We are proud to support our employees in parenthood with six weeks paid parental leave.



Employee Assistance Program

We are dedicated to creating a culture that promotes wellbeing by offering free access to wellness and mental health support, as well as childcare and eldercare resources.