BENEFITS PACKAGE

Outstanding benefits are among the many rewards of working for UC. We offer a full range of health and retirement savings plans, including a generous pension plan. UC's benefits are recognized as being among the best available, representing as much as 40 percent of your total annual compensation depending on your type of appointment. Benefits are also fully portable within the UC system.

HEALTH CARE

- Medical plans: choose from among several plans to tailor your medical care protection to the needs of you and your family
- Dental plans
- Vision plan

DISABILITY INSURANCE

- UC-paid basic disability insurance: limited employer-paid temporary disability coverage
- Optional employee-paid supplemental disability insurance: provides expanded protection during pregnancy, extended disabling illness or injury

LIFE AND ACCIDENT INSURANCE

- UC-paid basic life insurance
- Optional employee-paid supplemental insurance
- Additional life and accident insurance for yourself and family members
- UC-paid business travel accident insurance

TAX-SAVINGS PROGRAMS

- Health flexible spending account
- Dependent care flexible spending account
- Pre-tax payroll deductions for monthly medical plan premiums
- UC Retirement Savings Program

OTHER PLANS AND PROGRAMS

- Employee-paid legal plan
- Auto, homeowner and renter insurance (offered through an affiliated vendor)
- ScholarShare: California 529 Plan to establish a college savings trust by payroll deduction

LEAVE PROVISIONS

- 13 paid holidays per year
- Sick leave
- 15 to 24 vacation days per year, based on years of service
- Baby-bonding leave
- Paid military leave
- Other paid and unpaid leaves (Eligibility for some leaves depends on appointment type)

LOCAL PRIVILEGES, SERVICES AND PROGRAMS

- Recreations, sports and fitness centers
- Free or discounted admission to cultural and athletic events
- Library and bookstore privileges
- Computer center privileges
- Housing and rental assistance
- Credit unions
- Parking and transportation services
- Childcare and early childhood education programs

RETIREMENT PLAN

The UC Retirement Plan (UCRP) provides excellent pension benefits, as well as personal and family income protection in the event of employee disability or death. UCRP is a defined benefit plan in which benefits are based on age, years of UC service and salary. Most UCRP members also have Social Security coverage.

UC RETIREMENT PLAN

- Lifetime monthly retirement income
- The option to provide survivor income
- Disability income: pre-retirement monthly income for eligible members who become totally and permanently disabled
- You may be eligible to continue your UC-sponsored medical, dental, vision and legal coverage when you retire, with UC paying a portion of the monthly premium for medical and dental coverage, depending on your qualifications and plan.

THE UC RETIREMENT SAVINGS PROGRAM

You can add to your retirement security while taking advantage of deferred taxes by participating in the Retirement Savings Program. The Program comprises three plans to which you can contribute:

- Tax-Deferred 403(b) Plan
- 457(b) Deferred Compensation Plan
- Defined Contribution (DC) Plan

You can choose to invest in a diverse selection of UC-monitored fund options as well as other non-UC monitored investments and mutual funds. You may contribute to either the 403(b) or the 457(b) Plan, or both at the same time. Each plan has the same annual maximum contribution limit, but they are separate plans—you can double the amount of your annual tax-deferred contributions by participating in both. The DC Plan is available for after-tax contributions.

UNION EMPLOYEES

COLLECTIVE BARGAINING

Some University positions are subject to union representation and collective bargaining under the Higher Education Employer-Employee Relations Act (HEERA). Certain terms and conditions of employment for those positions, which may include benefits provisions, are subject to the bargaining process. Your recruiter or hiring department can tell you whether your position is subject to a UC-union contract.

RESOURCES

LOCAL ASSISTANCE AND SERVICES

Your location's Human Resources and/or Benefits Office

Your departmental or divisional personnel/benefits assistant

RESOURCES

UC employee website:
atyourservice.ucop.edu

Medical Plan Chooser:
uc.chooser2.pbgh.org

Disability and Life Insurance Calculator:
atyourservice.ucop.edu/applications/insurance_premium_est/index.php

Total Compensation Calculator:
atyourservice.ucop.edu/applications/total_comp/index.php

Personnel Policies for Staff Members:
atyourservice.ucop.edu/employees/policies_employee_labor_relations/personnel_policies/index.html

Collective Bargaining Agreements:
atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_agreements.html

UC is committed to providing a healthy and safe tobacco-free environment for faculty, staff, students and visitors. All campuses and medical centers are tobacco free.

People are what make UC great. UC strives to take good care of its employees and their families with good benefits, a stimulating and supportive work environment, and opportunities for professional growth and advancement.

By authority of the Regents, University of California Human Resources, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations for Faculty and Staff, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. For more information, employees should contact their Human Resources Office and retirees should call the UC Retirement Administration Service Center (1-800-888-8267).

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: The continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Systemwide AA/EEO Policy Coordinator, University of California, Office of the President, 1111 Franklin Street, 5th Floor, Oakland, CA 94607, and for faculty to the Office of Academic Personnel, University of California, Office of the President, 1111 Franklin Street, Oakland, CA 94607.

P.O. Box 24570
Oakland, CA 94623-1570

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Benefits of Belonging:

Working at UC means helping to shape the quality of life for people throughout California and around the world. No other university does as much for so many.

UNIVERSITY
OF
CALIFORNIA