

# Your benefits at a glance

UNIVERSITY  
OF  
CALIFORNIA

QUICK-REFERENCE GUIDE



# 1.

## Getting Started

Starting a new job involves a lot of choices. This quick-reference guide is designed to help you understand the many benefits available, and how to get started choosing the ones that are right for you.

**Welcome to UC! Read this guide to learn more about your benefits choices and how and when to enroll. For more details, see *A Complete Guide to Your UC Health and Welfare Benefits*, the *Retirement Benefits Decision Guide* and *A Complete Guide to Your UC Retirement Benefits*. They're included in your Welcome Kit, and available on UCnet.**

The summaries in this quick-reference guide explain the plan provisions and the policies and rules that govern them. If a conflict exists between these summaries and the plan documents, the plan documents govern. The Plan Administrator has the authority to interpret disputed provisions.

## **COLLECTIVE BARGAINING**

UC is committed to establishing and maintaining cooperative relations with its unions, and to bargaining constructively and in good faith to come to agreement on the terms and conditions of employment for the roughly 90,000 UC employees in 31 bargaining units.

**If you're represented by a union, your benefits are governed by your union's contract with UC and may be different than the benefits outlined here.** For example, some bargaining units currently participate in the 2016 Retirement Choice Program and some do not.

The information in this booklet reflects the terms of the benefit plans as in effect Jan. 1, 2025. Please note that this is a summary of your benefits only; additional requirements, limitations and exclusions may apply.

Terms and conditions of employment for exclusively represented employees are spelled out in the detailed contracts that the university and the unions have negotiated. Contract provisions cover all aspects of employment. If you are in a bargaining unit, you can find the contract that applies to you on the Labor Relations website ([ucal.us/laborrelations](http://ucal.us/laborrelations)), or directly from the union. If you have questions about the details of contract provisions and implementation or union representation, contact the union directly.

**More Information:**  
[ucal.us/laborrelations](http://ucal.us/laborrelations)

### **Tip:**

#### **The sooner the better**

Your benefits are valuable, so don't wait to enroll.

#### **Retirement benefits: 90 days**

It pays to enroll and start building your retirement benefits **well before your deadline**. If you're eligible for a choice of retirement benefits, your benefits will be **prospective** from the date you enroll (subject to payroll deadlines) — you lose UC contributions and service credit if you wait to enroll. See section 5 for details on your retirement benefits choices.

#### **Health and welfare benefits: 31 days**

Don't miss this important deadline. Faculty have a second 31-day period of eligibility that begins on their first day on campus.

## **SO LET'S GET STARTED...**

Attend a live UCPATH benefits webinar to ask questions and learn more about UC's benefits program. See [ucal.us/ucpathwebinar](https://ucal.us/ucpathwebinar) for a schedule.

Gather your family members' Social Security numbers and birthdates; you'll need them for benefits enrollment.

You'll need to set up a UCPATH account to enroll in and manage your health and welfare benefits and a UC Retirement At Your Service (UCRAYS) account to designate beneficiaries and manage your UC Retirement Plan (UCRP) benefits (if you have a pension benefit). If you don't have access to a computer, you can call UCPATH at 855-982-7284 for help with your benefits enrollment.

## **SET UP YOUR BENEFITS ACCOUNTS**

For easy access to all of your benefits accounts, go to UCnet ([ucal.us/ucnet](https://ucal.us/ucnet)) and select "Faculty/Staff" to see sign-in buttons for your benefits accounts.

### **UCPATH**

1. Click on "UCPATH" from the UCnet homepage, or go to [ucpath.universityofcalifornia.edu](https://ucpath.universityofcalifornia.edu)
2. Sign in by using your network username and password.
3. Using the links on the dashboard and in the left menu, update your account with your contact information (under "Personal Information") and save time and paper by opting for direct deposit and electronic delivery of tax forms (under "Income and Taxes").

### **UCRAYS**

1. Click on "UCRAYS" from the UCnet homepage, or go to [retirementatyourservice.ucop.edu](https://retirementatyourservice.ucop.edu) to create your account.
2. After agreeing to UC's privacy statement and terms of use, enter —

for your first login only — your Social Security number and date of birth.

3. For security, you'll be asked a few questions based on personal information that only you are likely to know.
4. Create your UCRAYS password.
5. If you're using a computer or smartphone that is secure, register your trusted device. This can reduce the steps in the login process.
6. Add your cell phone number and personal email address, if they're not already on file.

**Now you're ready to enroll in health and other benefit plans.**

## **ENROLL IN HEALTH AND WELFARE BENEFITS**

You're eligible for Full, Mid-Level or Core benefits depending on the duration and type of appointment you have. You'll see your benefits eligibility in your UCPATH account. For details about your eligibility, see page 5 in *A Complete Guide to Your UC Health and Welfare Benefits*.

To enroll online, sign in to your UCPATH account anytime during your first 31 days of employment, including weekends and holidays. You can save your progress and come back later if you'd like. Your choices are final when you click submit.

If you're a faculty member and you miss the period of eligibility, you can contact UCPATH to request a second 31-day period of eligibility that begins on your first day on campus.

If you don't take any action during this 31-day period of eligibility, you and your dependents will not be enrolled in UC-sponsored coverage. In most cases, you won't be able to change benefit plans or enroll family members until the next



Open Enrollment period, unless you have a qualifying life change (such as a new family member). You will also face more stringent requirements to enroll in some UC-sponsored insurance programs, including voluntary disability and supplemental life insurance.

## **VERIFY YOUR FAMILY MEMBERS' ELIGIBILITY**

If you enroll family members in UC benefit plans, you must provide documents to verify their eligibility for coverage. Watch for the Family Member Eligibility Verification packet in the mail to find out what you need to do.

### **More Information:**

[ucal.us/fmy](http://ucal.us/fmy)

### **Meet ALEX!**

Choosing benefits doesn't have to be complicated. ALEX is a confidential tool that helps you understand and compare your benefits options, and provides medical premiums specific to your location, salary band and union status.

Tell ALEX a little about yourself and get personalized guidance for making the most of your UC health and welfare benefits.

[start.myalex.com/uc](http://start.myalex.com/uc)

### **Tips:**

#### **Name your beneficiaries.**

Don't forget to name beneficiaries for your life insurance and accidental death and dismemberment benefits, your Health Savings Account if you have one and your UCRP benefits if you choose a pension. You can name the same or a different beneficiary for each plan, and you can name more than one beneficiary for any plan. Just select "My Beneficiaries" on UCRAYS and follow the instructions. For retirement plans other than UCRP (Savings Choice or UC's voluntary Retirement Savings Program plans), select "update beneficiaries" on [myUCretirement.com](http://myUCretirement.com).

#### **Confirm your choices.**

About 10 days after you have enrolled, check your UCPath account to verify coverage for you and your family members. It's your responsibility to promptly notify UCPath of any errors in your enrollment. The month after you enroll, review your earnings statement to be sure it reflects the correct benefit choices. Report discrepancies to UCPath immediately.

#### **Keep your records up to date.**

Keep your address, email address and phone number up to date on all of your benefits accounts so UC can properly administer your benefits and keep you informed of changes to your benefits.

#### **Are you in a domestic partnership?**

If you are a UCRP member, enrolling your domestic partner in health benefits and successfully completing the eligibility verification process will establish your partner as your survivor for UCRP benefits, subject to additional eligibility requirements. See "Benefits for Domestic Partners" on UCnet for details.

# 2.

## Medical, Dental, Vision and Supplemental Health

Your health is important to us, and we offer a wide range of health benefits to help take care of you and your family.

## MEDICAL PLANS

UC offers you a wide choice of medical plans. Some have lower premiums; others provide more flexibility in the doctors and hospitals you can use. All of the plans offer comprehensive benefits including medical and behavioral health office visits, hospital services and prescription drug coverage.

To help you choose, visit ALEX and check out “Comparing UC’s plans” on the next page. You can find details about your costs at [ucal.us/compareplans](https://ucal.us/compareplans)

In most cases, your medical plan premiums are deducted from your pay before taxes are calculated, so you save on taxes.

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 19

Online: [ucal.us/medicalplans](https://ucal.us/medicalplans)

## DENTAL PLANS

If you’re eligible for Full benefits, you have a choice of two dental plans: Delta Dental PPO and DeltaCare USA, which is similar to a medical HMO, with a network of dentists. UC pays the full premium cost of either plan for you and your family.

Check out the DeltaCare USA network of dentists before choosing between the two plans, since the network is limited in some areas of California.

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 24

Online: [ucal.us/dental](https://ucal.us/dental)

## VISION PLAN

If you’re eligible for Full benefits, UC pays the full cost of vision insurance premiums for you and your family. The plan covers exams, lenses, frames (every other year) and contact lenses.

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 28

Online: [ucal.us/vision](https://ucal.us/vision)

## ACCIDENT, CRITICAL ILLNESS AND HOSPITAL INDEMNITY PLANS

UC offers three supplemental insurance plans that pay cash benefits if you experience a covered accident, illness or hospital stay.

UC’s Accident, Critical Illness and Hospital Indemnity Plans are not a substitute for medical or disability coverage, but they can complement your coverage with extra protection against the unexpected.

You pay the premiums for the plan(s) you choose through after-tax payroll deductions.

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 29

Online: [ucal.us/supplementalhealth](https://ucal.us/supplementalhealth)

### **Tip:**

For most plans, you’re covered on your first day at work, but it can take 30 to 60 days after you enroll for the insurance carrier to have a record of your enrollment. So if you need immediate services, check with your insurance carrier first to see if it has a record of your enrollment. If it doesn’t, contact UCPath for help.

COMPARING UC'S MEDICAL PLANS

This chart will help you better understand your medical plan options and identify the best choice for you. For all the facts and figures — and definitions of the terms below — see [ucal.us/compareplans](https://ucal.us/compareplans). **Only UC Health Savings Plan is compatible with a health savings account (HSA).** Other UC medical plans can be paired with UC's Health Flexible Spending Account (FSA).

	Kaiser HMO (Kaiser Permanente)	UC Blue & Gold HMO (Health Net)
<b>OUT-OF-POCKET COSTS</b> What you'll pay for medical care  Notes: <ul style="list-style-type: none"><li>Preventive care is always free to you</li><li>Out-of-pocket maximum (OOP max) includes deductible</li><li>Amounts listed are for self coverage/family coverage (unless otherwise noted)</li></ul>	<b>\$</b> <b>IN KAISER NETWORK</b>  Deductible: None Copayments (for example): \$30 doctor's office visits OOP max: \$1,500/\$3,000	<b>\$</b> <b>IN-NETWORK</b>  Deductible: None Copayments (for example): \$30 doctor's office visits OOP max: \$1,000/ \$2,000 (2 people)/ \$3,000 (3 or more)
<b>FINDING CARE</b> How and where you find the care you need	Kaiser primary care provider helps manage care within the Kaiser Permanente network of providers.	<ul style="list-style-type: none"><li>Primary care provider helps manage care within medical group.</li><li>UC Health providers are in-network.</li></ul>
<b>CONSIDER THIS PLAN IF YOU:</b>	Want low, predictable out-of-pocket costs for integrated care provided within the Kaiser network	Want low, predictable out-of-pocket costs, and want access to UC Health providers

**Choose University of California Health**

By selecting UC Health physicians through UC Blue & Gold HMO, CORE, UC Health Savings Plan or UC Care, you have access to innovative, state-of-the-art care across the UC Health system.

UC Health brings the strength of collaboration across six world class, top ranked academic health centers, four children's hospitals and 21 health professional schools. That means being cared for by a team of physicians, researchers and clinicians at the top of their fields who work together to share research, data and best practices.

<b>UC Care PPO (Anthem)</b>	<b>UC Health Savings Plan PPO (Anthem)</b>	<b>CORE PPO (Anthem)</b>
<p><b>UC SELECT: \$</b></p> <p>Deductible: None Copayments (for example): \$30 doctor's office visits OOP max: \$6,100/\$9,700</p> <p><b>ANTHEM PREFERRED: \$\$</b></p> <p>Deductible: \$500/\$1,000 Coinsurance: 30% OOP max: \$7,600/\$14,200</p> <p><b>OUT-OF-NETWORK: \$\$\$</b></p> <p>Deductible: \$750/\$1,750 Coinsurance: 50% OOP max: \$9,600/\$20,200</p>	<p><b>\$\$</b></p> <p><b>HEALTH SAVINGS ACCOUNT (HSA) CONTRIBUTIONS:</b></p> <p>From UC: \$500/\$1,000 Your max (including UC contribution): \$4,300/\$8,550</p> <p><b>IN-NETWORK</b></p> <p>Deductible: \$1,650/\$3,300 Coinsurance: 20% OOP max: \$4,000/\$6,400</p> <p><b>OUT-OF-NETWORK</b></p> <p>Deductible: \$2,600/\$5,200 Coinsurance: 40% OOP max: \$8,000/\$16,000</p>	<p><b>\$\$\$</b></p> <p>Deductible (individual): \$3,000 Coinsurance: 20% OOP max: \$6,350/\$12,700</p>
<ul style="list-style-type: none"> <li>• Through Accolade, a health care advocacy service, you have a dedicated team that listens to your needs, helps you understand your coverage and connects you with the care you need, including options for virtual care and second opinions.</li> <li>• UC Health providers are in-network.</li> <li>• You have access to a national network, with higher costs out-of-network.</li> </ul>		
<p>Are willing to pay higher premium for choice of provider tiers, with low costs for UC Select</p>	<p>Want to build tax-free savings in an HSA, and are willing to manage your health care expenses</p>	<p>Prefer to pay low monthly premium and pay higher deductible and out-of-pocket costs for care</p>

# 3.

## Disability, Life and Accidental Death and Dismemberment Insurance

To help you prepare for the unexpected, UC offers insurance plans to provide a financial safety net for you and your family.

## DISABILITY INSURANCE

Disability insurance replaces some of your wages if you have an illness or injury that prevents you from working for an extended period of time, including for pregnancy and childbirth.

Unlike most employers in California, UC does not participate in State Disability Insurance (SDI). Instead, UC offers its own Basic and Voluntary Disability insurance plans to those eligible for Full, Mid-Level or Core benefits. You're automatically enrolled in Basic Disability, at no cost to you. Basic Disability pays a maximum benefit of \$800 per month, for up to six months. The six-month benefit period includes a 14-day waiting period before you begin receiving benefits, and you must use up to 22 days of sick leave, if available.

**The \$800 per month maximum Basic Disability benefit provided by UC may not be enough to cover your living expenses if you are unable to work due to disability.** For greater financial protection, you may choose to enroll in Voluntary Short-Term Disability, Voluntary Long-Term Disability or both. The voluntary plans provide up to 60 percent of your eligible earnings, to a maximum benefit of \$15,000 per month. Voluntary Disability income is generally not taxable, since you pay the premiums with after-tax dollars.

The start date and duration of your benefits depend on the level of coverage you choose:

- Short-Term only — You'll be covered, but only for up to six months. The six month benefit period includes a 14-day waiting period before you begin receiving benefits, and you must use up to 22 days of sick leave, if available.
- Long-Term only — Coverage begins after seven months and continues until your Social Security normal retirement age for most conditions.

- Choosing both Voluntary Short and Long-Term Disability provides the most comprehensive coverage for all types of disability leaves.

Premium costs depend on your monthly salary, age, retirement plan and the level of coverage you choose.

### Plan Carefully:

Enrollment in Voluntary Disability is guaranteed **only if you enroll during your 31-day period of initial eligibility.**

If you apply for coverage at a later date you will be required to submit evidence of insurability and previous or existing medical conditions may prevent the approval of your application.

### Tool:

Voluntary Disability Insurance  
Premium Estimator  
[ucal.us/premiupestimator](https://ucal.us/premiupestimator)

### More Information for Faculty:

*Disability Benefits for Faculty*  
Online: [ucal.us/disabilityfaculty](https://ucal.us/disabilityfaculty)

### More Information for Staff:

*Your Guide to UC Disability Benefits*  
Online: [ucal.us/disabilitystaff](https://ucal.us/disabilitystaff)

### Tip:

Be sure you understand the Basic and Voluntary Disability benefits and the sick leave policies and/or paid medical leave policies that apply to you before making a decision about enrolling in Voluntary Short-Term Disability, Long-Term Disability or both.







## LIFE INSURANCE

UC provides Basic Life insurance equal to your base pay, up to \$50,000, if you are eligible for Full benefits. If you have Mid-level or Core benefits, your life insurance is \$5,000. UC provides these plans at no cost to you.

Faculty and staff with Full or Mid-level benefits may also enroll in Supplemental Employee and Dependent Life insurance. You pay monthly premiums for the supplemental plans.

### **Plan Carefully:**

Enrollment in Supplemental Life is guaranteed **only if you enroll during your first 31 days of eligibility**. If you apply for coverage at a later date you will be required to submit evidence of insurability, and previous or existing medical conditions may prevent the approval of your application.

### **Tool:**

Life Insurance Premium Estimator  
[ucal.us/lifepremiumestimator](https://ucal.us/lifepremiumestimator)

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 34  
 Online: [ucal.us/lifeinsurance](https://ucal.us/lifeinsurance)

## ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

To help protect you and your family from the financial impact of an accident, UC offers Accidental Death & Dismemberment (AD&D) insurance. There are several levels of coverage for you and your family. You can enroll in, increase or decrease your AD&D coverage at any time. The rate chart for premiums is online at: [ucal.us/adanddpremiums](https://ucal.us/adanddpremiums)

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 39  
 Online: [ucal.us/accidentaldeath](https://ucal.us/accidentaldeath)

# 4.

## More Options to Help You Save

In addition to good health and retirement benefits, UC also offers you access to tax savings plans, travel insurance and resources and preferred pricing on insurance for your pets, home or car.

## **FLEXIBLE SPENDING ACCOUNTS**

Flexible spending accounts, or FSAs, allow you to pay for eligible expenses on a pretax basis. You determine an amount to be deducted from your paycheck before taxes are calculated and placed in an FSA. You pay for eligible expenses from the account and save on taxes since you have lower taxable income. UC offers separate flexible spending accounts for health and dependent care expenses. Be sure you understand the IRS rules about FSAs before you enroll. In some cases, you may lose money in your FSA that you don't spend.

The Health FSA is compatible with any non-Medicare UC medical plan except UC Health Savings Plan, which is paired with a Health Savings Account. Because IRS rules do not allow enrollment in a Health FSA and a Health Savings Account at the same time, members of UC Health Savings Plan are not able to participate in the Health FSA.

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 47

Online: [ucal.us/fsa](https://ucal.us/fsa)

## **LEGAL INSURANCE**

The ARAG Legal Plan covers legal services like drawing up a will, adoption or divorce proceedings and criminal misdemeanors. You pay premiums for the Legal plan.

### **More information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 43

Online: [ucal.us/legal](https://ucal.us/legal)

## **PET INSURANCE**

Nationwide offers preferred pricing on pet insurance for UC faculty, staff and retirees. Premiums vary depending on where you live and what kind of pet you have. You can enroll in pet insurance with Nationwide at any time. You'll pay your

premiums directly to Nationwide, and your policy renews automatically each year until you choose to discontinue it.

### **More information:**

Nationwide:

[Petinsurance.com/uc](https://Petinsurance.com/uc)

877-738-7874

## **HOMEOWNER/AUTO INSURANCE**

UC offers preferred pricing on home and auto insurance. Enrollment is subject to underwriting approval from the insurer.

### **More information:**

Farmers Insurance Choice<sup>SM</sup>

866-700-3113

*Sponsored by UC Partnership Programs*

## **TRAVEL REGISTRATION AND RESOURCES**

Registering your university-related travel keeps your campus Risk Management office informed of your location in an emergency and enrolls you in travel alerts from UC's security provider, [Crisis24](https://Crisis24.org). Registration is required for all university-related foreign travel, regardless of US State Department Travel Advisory Level or travel purpose. When you arrange your travel through UC's systemwide travel program ConnexUC, it is automatically registered. Otherwise, you will need to register through UC Away.

For both business and personal travel, ConnexUC assists in increasing UC-negotiated discounts and travel perks such as involuntary denied boarding protection, preferred seats, priority standby and many more.

### **More information:**

Travel registration:

[ucal.us/registertravel](https://ucal.us/registertravel)

UC Personal Travel Program:

[ucal.us/personaltravel](https://ucal.us/personaltravel)

ConnexUC: [travel.ucop.edu](https://travel.ucop.edu)

Email: [uctravel@ucop.edu](mailto:uctravel@ucop.edu)

# 5.

## Retirement Benefits

Preparing for a successful retirement is one of the biggest financial responsibilities you'll face. All eligible new employees have a choice of primary — or required — retirement benefits, with costs shared by you and UC. UC also offers voluntary savings opportunities and a range of resources to help you make informed retirement decisions.

## UC RETIREMENT BENEFITS CHOICES

Your UC retirement benefits depend on a number of factors, including whether your position is covered by a bargaining unit and whether you've been employed by UC in the past.

Some bargaining units currently participate in the 2016 Retirement Choice Program and some do not. If you are in a bargaining unit, you can find the contract that applies to you on the Labor Relations website ([ucal.us/laborrelations](http://ucal.us/laborrelations)), or directly from the union.

### UC Retirement Choice Program

If you are eligible for the UC Retirement Choice Program, you have a choice between two benefit options.

Both benefit options can help you build valuable retirement income, in addition to Social Security benefits and any savings you may have.

- Pension Choice includes a pension benefit under the UC Retirement Plan, along with a supplemental 401(k)-style account for eligible faculty and staff.
- Savings Choice is a retirement account that works much like a 401(k), with mandatory employee and employer contributions.

Both you and UC contribute to the cost of the plan you select. You'll receive the *Retirement Benefits Decision Guide* with more information about your options. When you're ready, use the Retirement Decision Tool to make your choice: [myUCretirement.com/choose](http://myUCretirement.com/choose)

Unlike your medical benefits, your retirement benefits are **prospective** from the date you enroll. That means you can lose valuable UC contributions and service credit by waiting to make a choice. If you don't elect an option within 90 days, you'll be automatically enrolled in Pension Choice.

### Rehired, newly eligible and former CalPERS-covered employees:

Your retirement benefits may differ if you:

- Are rehired after having previously worked for UC in an eligible appointment;
- Started at UC before July 1, 2016, and become eligible for full retirement benefits after that date;
- Were a "Classic Member" under CalPERS and are eligible for reciprocity.

If you're in one of these groups, or if you have questions, please contact the UC Retirement Administration Service Center.

### More Information:

*A Complete Guide to Your UC Retirement Benefits*

Online: [ucal.us/retirement](http://ucal.us/retirement)

## MANDATORY DC PLAN (SAFE HARBOR) CONTRIBUTIONS

If you're not eligible for primary retirement benefits based on your position, you'll make mandatory contributions to the Defined Contribution (DC) Plan as a Safe Harbor participant. In lieu of paying Social Security taxes, you contribute 7.5 percent of your wages to the plan on a pretax basis, and you can choose from a range of funds in which to invest. The money you contribute is yours to keep and can be rolled over to other retirement accounts if you leave UC.

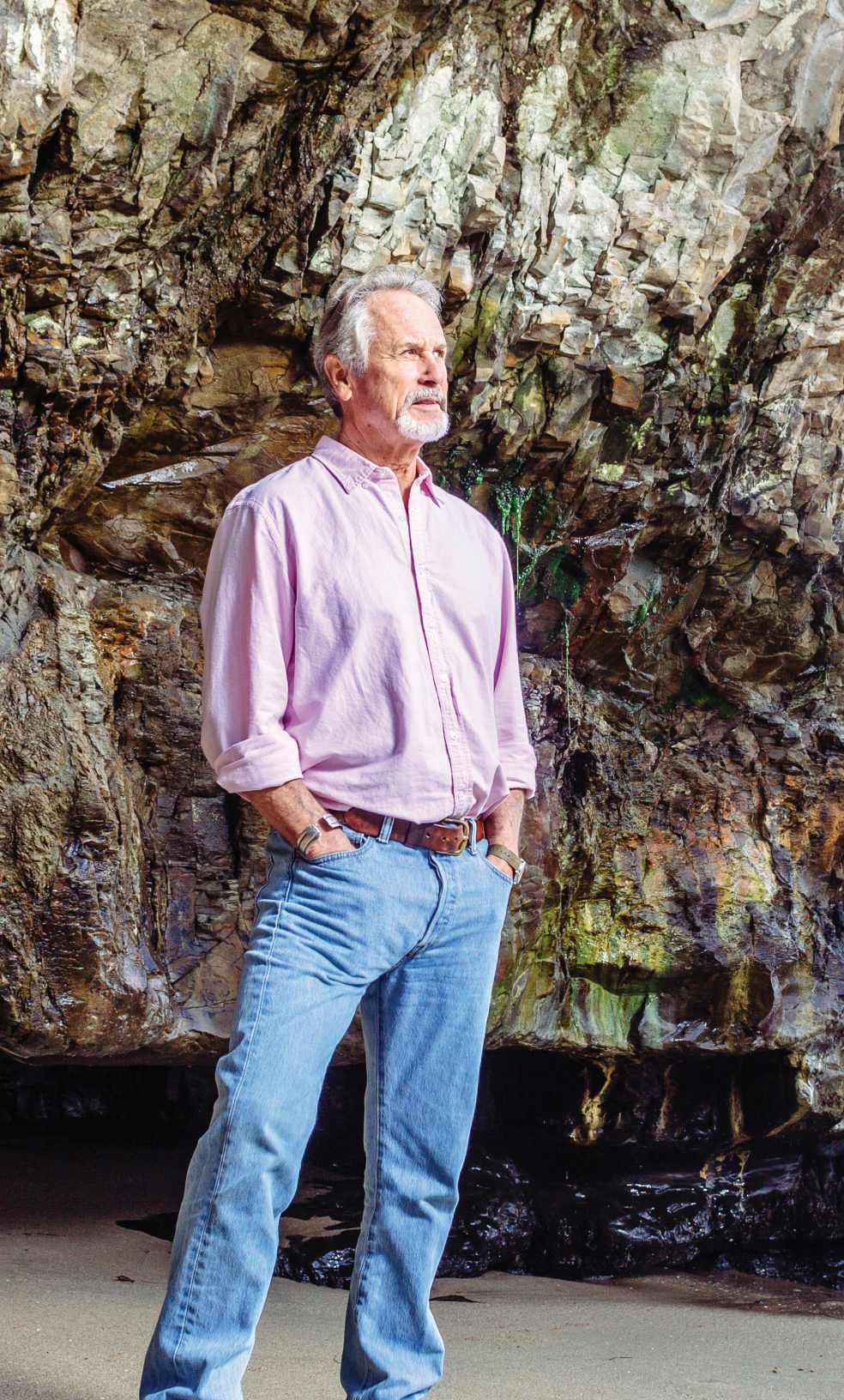
## VOLUNTARY RETIREMENT SAVINGS PROGRAM

You can enhance your retirement security by voluntarily participating in the UC Retirement Savings Program. The program consists of three plans:

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

To enroll or learn more, visit [myUCretirement.com](http://myUCretirement.com)





## **RETIREMENT EDUCATION AND COUNSELING RESOURCES**

At [myUCretirement.com](https://myUCretirement.com), explore the many resources available to help you build additional retirement savings and improve your personal financial situation.

### **Financial education classes and webinars**

Learn about your retirement benefits and savings options, and about how to reach your financial goals. A schedule of upcoming classes and webinars is available online.

[myUCretirement.com/webinars](https://myUCretirement.com/webinars)

### **Personal financial and retirement counseling**

Meet with a Workplace Financial Consultant by phone, virtually or in person, when and where it's convenient for you. This service is available at no cost to you. 800-558-9182

[Fidelity.com/schedule/UC](https://Fidelity.com/schedule/UC)

## **RETIREE HEALTH & WELFARE BENEFITS**

Under both primary retirement benefit options, if you work for UC for 10 years or more you may be eligible to continue some of your UC-sponsored health and welfare benefits when you retire from UC. Details about UC retiree health benefits are available at [ucal.us/retireehealth](https://ucal.us/retireehealth).

# 6.

## Work and Life

UC is committed to fostering a work environment where faculty and staff receive the support they need to maintain a healthy work-life balance.



## **PAY FOR FAMILY CARE AND BONDING (PFCB)**

Family and Medical Leave (FML) provides job protection when employees need time off for a number of reasons, consistent with federal and state law. The Pay for Family Care and Bonding (PFCB) program gives employees the option to replace the income they would otherwise lose during their approved leave.

Employees who qualify for PFCB can receive 100% of their eligible earnings for up to eight workweeks per calendar year. To qualify, the FML leave must be taken in a block of one workweek or more, for any of the following purposes:

- Care for a family member with a serious health condition
- Bonding with a new child
- Military Caregiver Leave
- Qualifying Exigency Leave

**More information:** [ucal.us/pfcb](https://ucal.us/pfcb)

## **ADOPTION ASSISTANCE PLAN**

Through this plan, UC provides financial support through reimbursement of up to \$5,000 of eligible expenses per adoption. Employees with Full, Mid-Level and Core benefits automatically qualify to participate; there is no need to enroll.

### **More information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 42

Online: [ucal.us/adoptionassistance](https://ucal.us/adoptionassistance)

## **VACATION AND SICK LEAVE**

Vacation and sick leave policies differ depending on your position. You can find more information about these and other leave policies online:

**Faculty:** [ucal.us/facultyleave](https://ucal.us/facultyleave)

**Staff:** [ucal.us/staffleave](https://ucal.us/staffleave)

**Represented faculty and staff:** see your collective bargaining agreement: [ucal.us/agreements](https://ucal.us/agreements)

## **FAMILY CARE RESOURCES**

UC pays the fee that gives you access to resources through Bright Horizons Enhanced Family Supports Program, helping you find prescreened childcare and eldercare providers.

### **More Information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 46

Online: [clients.brighthouse.com/universityofcalifornia](https://clients.brighthouse.com/universityofcalifornia)

Family-friendly academic personnel policies: [ucal.us/acadfamilyfriendly](https://ucal.us/acadfamilyfriendly)

## **IDENTITY THEFT PROTECTION**

UC provides a comprehensive identity protection program through Experian, paid for by UC, for UC employees, retirees and their dependent children up to age 18.

### **More information:**

*A Complete Guide to Your UC Health and Welfare Benefits*, page 44

Online: [ucal.us/idtheft](https://ucal.us/idtheft)

## **UC LIVING WELL**

As part of UC's commitment to the well-being of employees and their family members, UC Living Well offers access to wellness programs, activities and resources through your campus, health system and/or medical plan.

### **More information:**

[uclivingwell.ucop.edu](https://uclivingwell.ucop.edu)

UC facilities are tobacco free. Contact your UC medical plan for resources and support to help you quit using tobacco.

### **Tip:**

Working at UC gives you many other benefits and privileges, including access to fitness and recreation centers, libraries and museums; tuition and bookstore discounts and more. Learn about these local benefits at your new employee orientation or visit your location's human resources website.

7.



## SYSTEMWIDE RESOURCES

**UCnet** — News and information about the benefits of working at UC  
[ucnet.universityofcalifornia.edu](http://ucnet.universityofcalifornia.edu)

**UCPath** — Benefits and payroll  
[ucpath.universityofcalifornia.edu](http://ucpath.universityofcalifornia.edu)  
 855-982-7284

**UC Retirement At Your Service (UCRAYS)** — UCRP benefits  
[retirementatyourservice.ucop.edu](http://retirementatyourservice.ucop.edu)

**UC Retirement Administration Service Center (RASC)** — Retirement support  
[rasc.universityofcalifornia.edu](http://rasc.universityofcalifornia.edu)  
 800-888-8267

**My UC Retirement** — Retirement Savings Program  
[myUCretirement.com](http://myUCretirement.com)  
 866-682-7787

## RESOURCES AT YOUR LOCATION

Your location's website is a great source of information about what's happening.

The offices listed below can answer your questions about working at UC.

**Berkeley**  
 Benefits: 510-664-9000, Option 3  
 Academic Personnel: 510-642-5626

**Davis**  
 Benefits: 530-752-1774  
 Academic Personnel: 530-752-2072

**Davis Health**  
 Benefits: 916-734-8099

**Irvine**  
 Benefits: 949-824-0500  
 Academic Personnel: 949-824-0663

**Irvine Health**  
 Benefits: 949-824-0500  
 Academic Personnel: 949-301-3579

**Los Angeles**  
 Benefits: 310-794-0830  
 Academic Personnel: 310-825-3841

**Los Angeles Health**  
 Benefits: 310-794-0500

**Merced**  
 Benefits: 209-355-7178  
 Academic Personnel: 209-228-7948

**Riverside**  
 Benefits: 951-827-4766  
 Academic Personnel: 951-827-2933

**San Diego**  
 Benefits: 858-534-2816  
 Academic Personnel: 858-534-0068

**San Diego Health**  
 Benefits: 619-543-3200

**San Francisco**  
 Benefits: 415-476-1400  
 Academic Personnel: 415-476-8123

**San Francisco Health**  
 Benefits: 415-353-4545

**Santa Barbara**  
 Benefits: 805-893-2489  
 Academic Personnel: 805-893-3445

**Santa Cruz**  
 Benefits: 831-459-2013  
 Academic Personnel: 831-459-4300

**UC Office of the President**  
 Benefits: 855-982-7284  
 Academic Personnel: 510-987-9497

**Lawrence Berkeley National Lab**  
 Benefits: 510-486-6403

**Agriculture and Natural Resources**  
 Benefits: 530-752-1774  
 Academic Personnel: 530-750-1280

**ASUCLA**  
 Benefits: 310-825-7055

**UC College of the Law, San Francisco**  
 Benefits: 415-565-4703

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, 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 (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 (800-888-8267).

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, Oakland, CA 94607, and for faculty to the Office of Academic Personnel and Programs, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.