

Benefits at a Glance

Welcome! As a newly eligible employee, you have some important choices to make about your benefits. Remember, from your eligibility date (the date you start working in your eligible position) you have 31 days to enroll into your benefits. Below is an *at a glance* view of the benefit offerings by appointment type/percentage. Please refer to your offer letter for your appointment type/percentage and benefits package.

Refer to the [UC Net](#) Benefits website for detailed plan coverage. Please contact your employment specialist with questions.

Appointment Type	Benefits	
Full Benefits Career 50% - 100% Or Contract ≥ 1 Year	Medical Plans Dental Plans Vision Plan Basic 6 Month Disability Insurance Voluntary Short and/or Long Term Disability Basic Life Insurance Supplemental Life Insurance Dependent Life Insurance (basic/expanded) Accidental Death & Dismemberment Insurance Legal Insurance	Employee Privileges & Discounts Health Care Flexible Spending Account Dependent Care Flexible Spending Account Vacation/Paid Time Off (PTO) 13 Paid Holidays Sick Leave Tax-deferred 403 (b) Plan and 457(b) Plan University of California Retirement Plan* (Mandatory employee contributions) (Mandatory UC contributions on your behalf)
Mid Level Benefits Limited 100% Contract Duration: 3 months <12 months	Medical Plans Basic 6 Month Disability Insurance Voluntary Short/Long Term Disability Core Life Insurance Supplemental Life Insurance Dependent Life Insurance (basic/expanded) Accidental Death & Dismemberment Insurance Legal Insurance	Employee Privileges & Discounts Health Care Flexible Spending Account Dependent Care Flexible Spending Account 13 Paid Holidays Sick Leave ** Tax-deferred 403 (b) Plan and 457(b) Plan Tax-deferred Defined Contribution Plan (Mandatory employee contributions)
Core Benefits Limited 43.75% - 99.9% Contract Duration: <12 months	Core Medical Plan Basic 6 Month Disability Voluntary Short and/or Long Term Disability Core Life Insurance Accidental Death & Dismemberment Insurance Legal Insurance	Employee Privileges & Discounts Health Care Flexible Spending Account Dependent Care Flexible Spending Account 13 Paid Holidays** Sick Leave (12 days)** Tax-deferred 403 (b) Plan and 457(b) Plan Tax-deferred Defined Contribution Plan (Mandatory employee contributions)
Per Diem 20%	Employee Privileges & Discounts Tax-deferred 403 (b) Plan and 457(b) Plan	Tax-deferred Defined Contribution Plan (Mandatory employee contributions)

*Policy Covered/Teamsters/K2/- 90 day election window to select primary retirement from *Retirement Choice Program*

** Sick leave accrual/Holidays – Limited employees only

For Missed Enrollments: You may enroll in select UC-sponsored benefits during Open Enrollment every year. For Medical plans: you may enroll into a 90-day *Waiting Period* before the medical plan is in effect. For Supplemental Life and Voluntary Disability options: you may submit a *Statement of Health* application for consideration to the insurance companies.

Please review the following [Affordable Care Act \(ACA\) Notice](#)