

EMPLOYEE BENEFITS & PRIVILEGES SUMMARY

[UCLA](#) is a major employer in the greater Los Angeles area and is committed to providing an environment where employees can make creative contributions and grow professionally.

In addition to outstanding job opportunities and competitive wages, UCLA offers its employees a generous array of [Health & Welfare benefits](#) and [Retirement Plans](#).

Eligibility for the following benefits will vary according to appointment conditions.

VACATION

Full-time employees earn an average of three weeks per year. The rate of earnings varies based on classification and years of service, e.g. MSP employees earn an average of 18 days.

SICK LEAVE

Employees earn an average of 12 days per year, which may be accumulated indefinitely.

HOLIDAYS

The University observes 11-13 holidays per year.

MEDICAL, DENTAL, AND VISION INSURANCE

The University offers the following health plans to eligible employees:

- [Medical Plans](#) – Blue Cross, PacifiCare, HealthNet, Kaiser (employee premium, employer contribution)
- [Dental Plans](#) – Delta Dental, PMI Dental (no employee contribution)
- [Vision Plan](#) – Vision Service Plan (VSP) (no employee contribution)

PRE-TAX SPENDING ACCOUNTS

- [Dependent Care \(DepCare\) Reimbursement Account](#) - Contribute up to \$5,000 per year (combined family contributions) of Pre-Tax income to pay for eligible day care expenses.
- [Health Care Reimbursement Account \(HCRA\)](#) - Allows you to pay on a pre-tax, salary reduction basis for eligible health care expenses not covered by your medical, dental, or vision plans.

DISABILITY, LIFE, AND ACCIDENT INSURANCE

[Short-Term Disability](#) Plan automatically provides eligible employees with basic coverage for disability. Eligible employees may also purchase a [Supplemental Disability](#) Plan for increased benefits and longer-term.

The University offers a UC paid [Life Insurance](#) Plan, and employees may purchase additional life and dependent life coverage at group rates. [Accidental Death and Dismemberment \(AD&D\)](#) insurance is also available at group rates.

RETIREMENT BENEFITS

The [University of California Retirement Plan \(UCRP\)](#) is a University-paid defined benefit plan that provides monthly or lumpsum benefits, survivor and disability income, as well as a basic death benefit. No employee contribution is currently required. [UC Retirement Plan Benefit Estimator](#).

RETIREMENT SAVINGS PROGRAM

The University offers a variety of savings programs, including the [Defined Contribution](#) (DC) pre-tax and after-tax plans, the [Tax-Deferred 403\(b\) and 457\(b\)](#) plans. The 403(b), 457 (b), and DC pre-tax plans reduce the employees' current payroll tax liability.

OTHER INSURANCE PLANS/SERVICES

The employee-paid [Legal Plan](#) provides basic legal assistance for domestic, preventative, and consumer protection.

[Auto/Homeowner/Renter Insurance](#) coverage can be purchased through convenient payroll deduction. Rates are competitive and based on the individual's experience rating. Offered by *A+ Auto & Home Insurance Plus*, a company of California Casualty.

[Home Loan Program](#) is also available to qualified employees as a service through North American Mortgage Company. The Program offers flexible financing at competitive rates.

ADDITIONAL PRIVILEGES

- Discounts for:
 - [Athletic Events](#)
 - [Amusement Parks](#)
 - [Cultural and Performing Arts](#)
 - [Movie Tickets](#)
 - [Cellular Service](#)
- [Child Care Services](#)
- [Library Privileges](#)
- [Recreational Activities](#)
- [Staff and Faculty Counseling Center](#)
- [Transportation Services](#)
- [UCLA Faculty Center](#)
- [UCLA Housing](#)
- [UCLA Travel](#)
- [University Credit Union](#)
- [University Extension Course Discount](#)
- [Fee Reduction for General University Classes](#)