## Health and Welfare Benefits

### I. PURPOSE
To provide information regarding health and welfare benefits for eligible employees.

### II. SCOPE
This policy applies to all regular University Enterprises, Inc. (UEI) employees regularly scheduled to work thirty hours or more per week.

### III. POLICY
University Enterprises, Inc. currently makes available to eligible employees health and welfare benefits. It is important to note that some employees are not eligible for all the benefits listed.

University Enterprises, Inc. may make changes in these benefits from time to time and will attempt to notify affected employees. Health and Welfare benefits currently offered by UEI are as follows:

1. Medical Care
2. Vision Care
3. Dental Care
4. Cash in Lieu of Medical and/or Dental Insurance
5. Long Term Disability (for eligible employees)
6. Retirement through California Public Employees Retirement System (CalPERS) (for eligible employees)
7. Defined Contribution Retirement Plan (for eligible employees)
8. Deferred Compensation Retirement Plans
9. Accidental Death and Dismemberment (for eligible employees)
10. Life Insurance
11. Flexible Spending Accounts

University Enterprises, Inc. also provides Educational Assistance to eligible employees (refer to Policy No. 130). Additional information on specific benefits is available in the Human Resources office.

### IV. ELIGIBILITY
Eligibility for health and welfare benefits is determined by appointment code and length of appointment. Refer to Policy No. 010, Definitions of Employment Status/Appointment Codes for specifics. To the extent coverage is offered for employees’ dependents, domestic partners as defined by California law, are included.
V. RELATED POLICIES

Policy No. 010  Definitions of Employment Status/ Appointment Code
Policy No. 115  Retirement Benefits
Policy No. 116  Retirement Health and Dental Benefits
Policy No. 117  Retirement Health and Dental Benefits
Policy No. 118  Deferred Compensation Plans 403(b) and 457
Policy No. 130  Educational Assistance