

University Enterprises, Inc. Policies and Procedures	Policy No. 105
Section: Human Resources	
Policy: Health and Welfare Benefits	
Revised Date: July 1, 2013	

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