



# EMPLOYEE BENEFITS AT A GLANCE

(Benefits listed are for eligible RCUH Employees. Refer to applicable policies by clicking the links/underlined text below. View [Benefits Spotlight](#) for more information!)

## Qualifying Life Events

Qualifying Events, which may affect your eligibility to change/enroll for health benefits (or flexible spending plans), include:

- Marriage •Divorce •New Child •Relocation •Loss of Coverage
- New FTE •Domestic Partnership •Civil Union Partnership



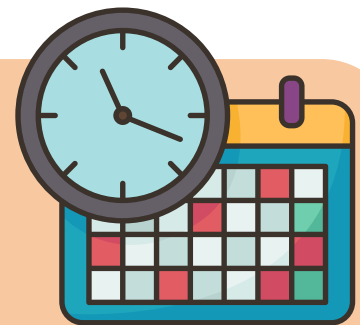
## Health & Well-being

- Health Plans: HMSA, Kaiser, HDS
  - Gym Discounts
  - Mental Well-being Assistance
- Flexible Spending Account - Healthcare Expense (pre-tax)
- Well-being Offerings & Virtual Care Platforms
- Employee Assistance Program (MetLife)
- Access to UH Services including Health Services, Student Services, Gym, and University Libraries



## Time-off, Life & Family

- 13 Paid State holidays (14 during General Election)
- Paid Time Off/Leaves: Vacation, Sick, Jury Duty, Bereavement, Military, Blood Donation, Parent-Teacher Conference
- Flexible Spending Account - Dependent Care Expense (pre-tax)
- Family & Medical Leave



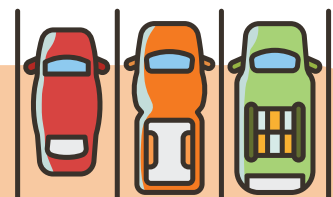
## Financial Well-being

- Retirement Planning
- Group Retirement Annuity (GRA)
- Supplemental Retirement Annuity (SRA)
- Group Life Insurance
- Long-Term Disability Insurance
- Group Long-Term Care & Supplemental Plan
- UH I.D. Card Discounts



## Commuter Benefits

- Flexible Spending Account - Parking Expense Reimbursement (pre-tax)
- Flexible Spending Account - Bus Pass Expense Monthly Reimbursement (pre-tax)



## Career Development

- Tuition Reimbursement Program
- RCUH Training Portal (over 100 online courses available)

