

EMPLOYEE PRIVILEGES

General University Classes

Employees who meet the admissions requirements of the University and have successfully completed their probationary period, are eligible for a 2/3 reduction in course fees (for up to nine units or three regular session courses per quarter, whichever is greater).

University Extension Courses

UCLA Extension is the largest urban based adult education program in the country, offering over 4,500 continuing education and creative employment courses. Employees receive a 25% discount on Extension course fees, based on availability of class space.

Cultural Programs

UCLA is world-renowned for its varied and innovative programs in Fine Arts, including dance, music, theater and film. With the purchase of a Performing Arts Privilege Card, employees can enjoy events sponsored by the UCLA Center for the Performing Arts for half price. Free concerts are also presented by UCLA performing groups.

Recreational Activities

UCLA provides an unparalleled opportunity for recreational sports and leisure activity. Employees, and their families, are eligible to purchase a Recreation Card, which enables them to use all of the recreational facilities and activities including the gyms, pools, courts, water sports, and to take classes in areas like aerobics, dance, horseback riding, painting, and photography. Other opportunities such as picnic/barbecue areas, multi-purpose playing fields, meeting rooms, and lounges are also available to UCLA employees.

Athletic Events

Discount tickets for football and baseball games, gymnastics, and other sporting events are available to all UCLA employees.

Library Privileges

UCLA's libraries are ranked among the best academic research libraries in the United States and Canada. UCLA employees have access to all library units in accordance with library regulations.

University Credit Union

The University Credit Union offers employees free checking, convenient payroll deduction, ATM services, new and used auto loans, MasterCard (with no annual fee), Second Trust Deed loans, Home Equity loans, personal loans, Certificates of Deposit, and Share Savings accounts.

Transportation

The Commuter Assistance Rideshare Office assists employees with information on public transportation, carpools and vanpools to and from UCLA.

Discount Tickets

Employees are eligible for discounts to a variety of major attractions such as Disneyland, Magic Mountain, Knott's Berry Farm, and Universal Studios, among others. Employees are also eligible for discounts on movie tickets and rental cars.

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UCLA

An Equal Opportunity/Affirmative Action Employer

BENEFITS HIGHLIGHTS

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Campus Human Resources

Prepared by:
UCLA Benefits Services Department
10920 Wilshire Boulevard, Suite 200
Los Angeles, CA 90024-6504

(310) 794-0830

UCLA is a major employer in the greater metropolitan Los Angeles area and is committed to providing an environment where employees can make creative contributions, enjoy their work, and gain recognition for their achievements.

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 (3) weeks per year (approximately ten hours per month). The hours are pro-rated for eligible part-time employees. The rate of earning vacation increases, based upon the years of University and/or State of California service (to a maximum of 16 hours per month).

Sick Leave

Employees earn an average of twelve (12) days per year (approximately eight hours per month), which may be accumulated indefinitely. The hours are pro-rated for eligible part-time employees.

Holidays

The University observes thirteen (13) holidays per year.

NOTE: The University reserves the right to change, suspend or terminate any benefit plan without notice.

Health Care Protection

The University offers the following health plans to eligible employees: three Health Maintenance Organizations -- *Health Net, Kaiser* and *PacifiCare*; one Point-of-Service plan, one Preferred Provider Organization plan and one Catastrophic plan provided by Blue Cross.

There are two dental plans -- *Delta Dental* (a fee-for-service plan) and *PMI* (a pre-paid plan).

The *Vision Service Plan (VSP)* covers a variety of services related to proper vision care.

Flexible Spending Accounts

The Health Care Reimbursement Account (HCRA) allows employees to pay for eligible health care expenses not covered by the medical, dental, and vision plans on a pre-tax basis, thereby lowering their taxable income.

The Dependent Care Assistance Program (DepCare) allows employees to pay for certain dependent day care expenses on a pre-tax basis, thereby lowering their taxable income.

Disability, Life and Accident Insurance

Short-Term Disability Plan automatically provides eligible employees with basic coverage for disability not related to work. Eligible employees may also purchase the *Supplemental Disability* Plan to supplement the Short-Term Plan.

The University offers a UC paid *Basic 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 provided at no cost to eligible employees and provides monthly or lump-sum benefits, survivor and disability income, as well as a basic death benefit. Membership is automatic for appointments of at least 50% time for 12 months or more while Limited Appointments are eligible after 1,000 eligible hours on pay status. Participants become 100% vested after 5 years of qualifying service.

Savings Programs

The University offers a variety of savings programs including the *Defined Contribution (DC)* pre-tax and after-tax plans, and the *Tax-Deferred 403(b)* plan. The DC after-tax and 403(b) pre-tax plans are voluntary savings programs. The 403(b) pre-tax and DC pre-tax plans reduce the employees' current payroll tax liability.

Other Plans/Services

The *Legal Expense Plan* is employee paid and provides basic legal assistance for domestic, preventive 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. *Home Loan Program* is also available to qualified employees as a service through World Savings Bank. The Program offers flexible financing at competitive rates.