

For more details regarding each benefit listed below, please visit the HR website at <https://www.una.edu/humanresources/benefits> or click on the links below.

[Health Insurance](#)

UNA has a fully-insured group health insurance program with [Blue Cross/Blue Shield of Alabama](#), which includes

[Voluntary RSA-1 457 Plan](#) – this plan is a voluntary, supplemental, deferred compensation plan offered by the Retirement Systems of Alabama.

[Supplemental \(Voluntary\) Benefits](#)

The University provide a \$6.00 per month credit to eligible employees to offset the cost(s) for supplemental, voluntary benefits. All full-time regular employees are eligible for this benefit on the first day of the month following the completion of 90 days of employment.

- Flexible Spending Accounts – HealthEquity
- Cancer Insurance – Allstate
- Short-Term Disability Insurance – Fort Dearborn Life
- Life Insurance – Symetra
- Accident Coverage – Symetra
- Critical Illness Insurance – Symetra
- Hospital Indemnity Coverage – Symetra
- Vision Insurance – VSP
- Air Evac Lifeteam
- Long-Term Care Insurance – LTCi Plans

[Remission of Tuition and Fees](#)

UNA provides remission of tuition to eligible employees and to their spouses and qualified dependent children.

[Paid Time Off](#)

[Vacation Leave](#) – AMSTI employees on an 11-month contract are eligible for 20 vacation days per year beginning on October 1 of each year. These days are not eligible to be rolled from year-to-year and are not payable if not used.

[Sick Leave](#) – AMSTI employees on an 11-month contract are entitled to 96 work hours (12 workdays) of sick leave each year at the employee's regular rate of pay regardless of length of service.

[Paid Holidays](#) – Full-time, regular employees are eligible for paid holidays.

[Miscellaneous Benefits](#)

- University ID Card (Mane Card)