

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](#)

[Annual Leave](#) – Faculty are not eligible for annual leave.

[Sick Leave](#) – Full-time regular employees 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](#) – Faculty are eligible for paid holidays.

#### [Miscellaneous Benefits](#)

- [University ID Card \(Mane Card\)](#)
- [Athletic Ticket Discounts](#)
- [University Bookstore Discount](#)
- Free Parking