

The Unitarian Universalist Association (UUA) offers our national staff a comprehensive and wide variety of benefits, including:

### Insurances

- Medical Insurance
- Dental Insurance
- Vision Plan
- Prescription Drug Coverage
- Domestic Partner Coverage
- Life Insurance
- Accidental Death and Dismemberment Insurance
- Disability Insurance

The UUA contributes 80% to the cost of your monthly medical insurance premiums.

### Retirement Plan

We sponsor a 401(a) defined contribution retirement plan through TIAA to assist you as you prepare for your future financial security. The plan provides the convenience of pre-tax payroll deductions. The UUA currently *contributes* 10% on your behalf after one year's service, and you may contribute on a pre-tax basis up to federal maximums. You may allocate monies among a variety of investment options, which include several socially-responsible funds.

### Flexible Benefits Plan

The Flexible Benefits Plan offers tax savings by allowing you to pay for qualified medical, dependent care, or transportation expenses on a pre-tax, salary-reduction basis. The before-tax-dollar approach means that your contributions are made to the Flexible Benefits Plan before taxes are taken, resulting in more net spendable income and a greater tax savings each year.

### Employee Assistance Program

You and your immediate family may take advantage of no-cost, confidential counseling, outsourcing, and information resources (including financial and legal advice) through an independent agency for personal and family issues.

### Time Off

We do our best to provide a balance between work and home life with a generous paid time off package that includes:

- Vacation Time
- Personal Time
- Sick Time
- [Holidays](#)

- Sabbatical Time
- Parental Leave

### **Flexible Schedules and Working Hours**

Our [standard workweek](#) is 35 hours and, when possible, we offer flexible schedules to help you strike a more effective balance between your work and personal life.

### **Direct Deposit**

You may choose to have your paycheck deposited to your savings or checking accounts through automatic direct deposit.

### **Notes**

#### ***For Employees of Congregations, or Regional/District Employees Not Co-Employed by the UUA***

If you are searching for information on your benefits plans, please contact your congregation or Regional Lead for details. Benefits offered by individual congregations or Regions/Districts may differ from those offered to UUA national staff.

#### ***Disclaimer***

Note that the information presented on this page is for informational purposes only. It represents only a brief explanation of some of the benefits we provide, and it is subject to change at any time. Eligibility for benefits depends on employment status, and not every inclusion, exclusion, or limitation is listed. The UUA reserves the right to modify, amend, or terminate any benefit offered to current staff or retirees at any time for any reason.

### **For More Information**

Contact the Office of Human Resources at [humanresources@uaa.org](mailto:humanresources@uaa.org).