BENEFITS ON TRANSFER FROM UNIVERSITY HOSPITALS AND CLINICS ("UUHC")
TO A UNIVERSITY POSITION

Health/Dental Coverage – You will be enrolled in the University’s Advantage Plan option with the same network providers you had while employed by UUHC. If you wish to change your plan option or provider network, please submit a Health Care and Dental Coverage Enrollment form within 90 days of your date of transfer. You will begin paying the University rates for your health coverage on the first day of the pay period on or following your transfer. For example, if your first day in your new position is May 3rd, your new health plan rate will be effective May 16th and will be reflected on your June 7th paycheck.

If you were participating in UUHC’s wellness program, you will be enrolled in the University’s wellness program. To participate in the University’s wellness program for the next plan year, you must complete the WellU requirements prior to June 30. See the WellU web page for details.

PTO and Sick Leave Balances – If you transfer to an exempt or non-exempt staff position eligible to accrue vacation, your accrued PTO time up to 80 hours will be transferred to the University as vacation hours. Any PTO time over 80 hours will be paid out by UUHC. If you transfer to a position eligible for a set number of vacation days per year (faculty or administration), you will receive prorated vacation for the remainder of the year and all PTO time will be paid out by UUHC. Any balance in your Extended Sick Leave bank will be transferred to the University as sick leave. You will receive the same amount of personal preference as a new hire. You will begin to accrue sick and vacation under the University’s rules following your date of transfer, in accordance with your total years of full-time service with UUHC and the University combined.

Retirement – Your enrollment in the UUHC retirement plans will end and you will be enrolled in the University’s retirement plan effective your first day of employment with the University. For information on the University’s retirement plans, go to www.hr.utah.edu/ben/retirement.

If you are contributing to the 403(b) and/or 457(b) Plans, your contributions will continue without interruption. However, you will no longer receive matching contributions on 403(b) Plan deferrals. You may enroll or change your deferrals to the University’s 403(b) and/or 457(b) supplemental retirement savings plans at any time.

If you transfer from UUHC before you are vested (four years to vest 50% or six years to vest 100%), funds contributed by UUHC that are not vested will be forfeited.

Disability Insurance – Your UUHC LTD coverage will continue through the end of the pay period in which you last work at UUHC. You will have the option to enroll in the University’s Short Term and/or Long Term Disability coverage within 90 days from the date of your transfer to the University (you must enroll in LTD coverage to be eligible for STD coverage). If you choose to enroll, complete the Long Term and Short Term Disability form. Your coverage will be effective the first day of the pay period on or following your first day in your University position so there will be no break in coverage – premiums will be deducted back to that date.

Life Insurance – Your current life insurance coverage will continue in your new position. If you are enrolled in Life Insurance Part II and/or Part III, you will begin paying the lower University rates on the first day of the pay period on or following your transfer.

Other Benefits – If you are enrolled in any of the following benefits, your enrollment will continue without any change:

- Accidental Death and Dismemberment
- Flexible Spending Accounts
- Home and Auto Insurance
- Hyatt Legal Plan
- Long Term Care Insurance

See the Benefits Department’s website at www.hr.utah.edu/benefits or contact the University Benefits Department at (801) 581-7447 if you have questions.