

2026 BENEFITS & WELLBEING SUMMARY

for UAB Hospital Management LLC Employees



Healthcare Plans

For new employees, coverage under UAB's healthcare plans will begin on the date of employment. Employees who wish to enroll in one of UAB's healthcare plans may do so within 31 days of their hire date or a separate qualifying event. If for some reason you do not enroll during the times stated above, the next opportunity to do so will be during the annual open enrollment period (usually during October with a January 1 effective date). UAB's medical, dental and vision plans are stand-alone programs. Premiums for medical, dental and vision insurance are pre-tax deductions from your paycheck.

TRADITIONAL MEDICAL PLANS

UAB offers eligible employees a choice of two stand-alone traditional medical plans: Viva UAB and Blue Cross/Blue Shield. Traditional plans are characterized by lower out-of-pocket costs (copays and deductibles) for covered services when compared to the consumer-driven health plan (see below), and do not include a high annual deductible that must be met before insurance begins paying.

CONSUMER DRIVEN HEALTH PLAN WITH HSA

In addition to the traditional medical plans, UAB offers eligible employees the option of a consumer-driven health plan (CDHP), Viva Choice. The difference between a traditional health plan and a CDHP is that in exchange for meeting a higher combined medical and Rx deductible, you will have lower monthly premiums. Viva Choice is paired with a health savings account (HSA) that enables you to set aside pre-tax via payroll or after tax dollars to pay for qualified, out-of-pocket expenses.

DENTAL PLANS

UAB offers eligible employees a choice of Basic or Comprehensive dental coverage, provided by Blue Cross/Blue Shield of Alabama (BCBS). Under the Basic plan, preventive and diagnostic services are covered at 90 percent of usual, customary and reasonable (UCR) charges. Basic services are covered at 90 percent of UCR subject to a \$25 deductible. In addition to the Basic dental benefits, the Comprehensive plan covers major services at 60 percent of UCR subject to the deductible. Orthodontic services are covered at 50 percent of UCR up to a \$1,000 per patient lifetime maximum.

VISION PLANS

UAB offers eligible employees a choice of Basic or Premier vision coverage, provided by Vision Service Plan (VSP). VSP offers employees coverage for routine eye exams, lenses and frames, contacts and discounts for LASIK eye surgery. The Basic plan includes new replacement frames every other calendar year. The Premier plan includes new replacement frames every year. Both plans offer in-network and out-of-network coverage. UAB Eye Care, the University Optometric Group (private faculty practice group at UAB) and the UAB Department of Ophthalmology — Ophthalmology Services Foundation all participate in the VSP network.



2026 Premium Rates for Healthcare Plans

UAB's healthcare plans are stand-alone programs. Premiums for medical, dental and vision are pre-tax deductions from your paycheck. Listed below are the monthly costs for each plan. Please note that the monthly cost will be split over the first and second check of the month for biweekly paid employees.

2026 MONTHLY HEALTHCARE PLAN DEDUCTIONS

HEALTHCARE PLAN	SINGLE	EMPLOYEE + CHILD(REN)	FAMILY
CDHP: Viva Choice	\$89.76	\$301.18	\$406.96
Traditional Plan: Viva UAB	\$116.17	\$353.78	\$494.84
Traditional Plan: BCBS	\$207.43	\$632.00	\$848.00
Dental Plan: BCBS Basic	\$18.78	\$32.17	\$44.38
Dental Plan: BCBS Comprehensive	\$35.74	\$61.12	\$86.10
Vision Plan: VSP Basic	\$5.68	\$10.74	\$18.05
Vision Plan: Premier	\$9.96	\$15.50	\$32.43

FLEXIBLE SPENDING ACCOUNT

UAB employees can take advantage of flexible spending accounts, which are pre-tax reimbursement accounts administered by Inspira Financial, for eligible medical and dependent care expenses. You can set aside pre-tax money via payroll deductions to pay for healthcare and dependent care expenses not covered by your benefit plan. Money set aside in these accounts will reduce your taxable income, providing you with more value for the dollar. You can set aside up to \$3,400 per year in a healthcare flexible spending account. For dependent care accounts, you can set aside \$7,500 or \$3,750 for married taxpayers filing separate returns. Employees must enroll within 31 days from date of hire, qualifying life event, or during the annual open enrollment period.

HEALTH SAVINGS ACCOUNT

Only employees enrolled in the Viva Choice CDHP are eligible to participate in a health savings account (HSA) and will be automatically enrolled in the HSA upon enrollment in the Viva Choice CDHP. UAB will pre-fund your account \$600 for single plans and \$1,200 for non-single plans elected during open enrollment. Outside of open enrollment, UAB will pre-fund a prorated amount based on the number of pay periods remaining in the calendar year at the time of enrollment. Once funds are available in your account, you can use those funds to pay for eligible expenses. Unused funds roll over from year to year and your HSA stays with you, even if you switch employers, change health plans or retire. You may elect to contribute pre-tax dollars directly through payroll or after-tax dollars on your own, up to the annual limit of \$4,400 for single and \$8,750 for non-single.



Premium Assistance

UAB provides premium assistance to eligible active employees by giving a medical premium discount based on family size and total combined household income. To apply for this discount, active employees must submit the Premium Assistance Application and furnish acceptable proof of total annual household income based on their most recently filed Federal Income Tax Return. Application deadline is 60 days from January 1 each plan year, or 60 days from the effective date of enrollment in a medical plan for newly eligible employees. The amount of the discount provided is equal to the lowest cost single plan employee medical premium offered. Employee's regular medical premium will remain tax-sheltered.

2026 UAB MEDICAL PREMIUM ASSISTANCE (2 times federal poverty level)

TOTAL FAMILY SIZE AS REPORTED ON FEDERAL TAX RETURN	1	2	3	4	5	6	7	8
ANNUAL HOUSEHOLD INCOME AS REPORTED ON FEDERAL TAX RETURN	\$31,300	\$42,300	\$53,300	\$64,300	\$75,300	\$86,300	\$97,300	\$108,300

Voluntary Retirement Program

403(B) PLAN

The 403(b) plan is a voluntary, defined-contribution, tax-deferred as well as Roth after-tax plan governed by the Internal Revenue Code 403(b). TIAA is the administrator for the voluntary retirement program. Employees are vested after three years of employment with the LLC. The LLC matches the individual's contributions up to 5 percent of gross monthly pay not to exceed the IRS 401(a) annual compensation limit. Eligibility for matching is for all full-time and part-time regular, twelve hour shift and weekend staff employees.

NOTE: The IRS 401(a) annual compensation limit is \$350,000 effective July 1, 2025, and applies to the Teachers' Retirement System and 403(b) programs.



More information about benefit plan options can be found online in the UAB for Me Benefits Portal at uab.edu/hrintouch or by contacting the UAB Benefits Office by emailing benefits@uab.edu or by calling 205-934-3458.

Voluntary Supplemental Plans

ACCIDENT INSURANCE

Accident protection is offered to employees and family members through both a Low and High plan option through AFLAC. AFLAC provides supplemental financial support to cover out-of-pocket expenses for items incurred as the result of a non-work related accident. Examples include ambulance, concussion, traumatic brain injury, coma, burns, emergency dental work and fractures.

2026 MONTHLY ACCIDENT INSURANCE DEDUCTIONS

SUPPLEMENTAL PLAN	EMPLOYEE	EMPLOYEE + CHILD(REN)	FAMILY
AFLAC Group Accident — Low	\$5.08	\$10.65	\$14.19
AFLAC Group Accident — High	\$10.13	\$21.24	\$28.31

CRITICAL ILLNESS INSURANCE

Critical illness protection offered to employees and family members through AFLAC provides a lump-sum cash benefit to help cover medical bills and other expenses if you are diagnosed with a covered critical illness. Examples include heart attack, stroke, kidney failure, cancer, COPD, advanced Alzheimer's, advanced Parkinson's, ALS, multiple sclerosis, and Crohn's disease. AFLAC Critical Illness Insurance offers coverage amounts up to \$30,000 for UAB employees, up to \$15,000 for spouses, and up to \$15,000 for dependent children. **Premiums are based on employee age, tobacco use and coverage amount.**

IDENTITY THEFT PROTECTION

Allstate Identity Protection Pro Plus is a comprehensive identity theft protection program offered to employees and family members with a Social Security number. Allstate Identity Protection Pro Plus provides identity theft and credit monitoring services featuring a 24/7 U.S. based customer care center, dark web, financial activity monitoring, social media monitoring, lost wallet, credit alerts and credit lock. Mobile app available.

2026 MONTHLY ID THEFT PROTECTION DEDUCTIONS

SUPPLEMENTAL PLAN	EMPLOYEE ONLY	EMPLOYEE + FAMILY
Identity Theft Protection	\$9.95	\$17.95

PET BENEFIT SOLUTIONS

Pet Benefit Solutions total pet plan provides a veterinary discount plan and a prescription savings plan to participants with single or multiple pets. Also included is access to a pet help line staffed by veterinary experts and a lost pet recovery service for cats and dogs.

- **Pet Assure Veterinary Discount Plan:**

Pet Assure is a discount plan that can provide 25 percent savings on in-house medical services when using network veterinarians. Eligible services range from well visits and immunizations to dental cleaning or emergency or surgical care. Because Pet Assure is not insurance, there are no forms to fill out, no waiting for reimbursements and no denials of coverage — even pets with pre-existing conditions are accepted — and no age limits apply. See a list of Birmingham-area participating veterinarians online.

- **PetPlus Prescription Savings Plan:**

Receive members-only pricing on brand-name scripts, flea/tick products, vitamins/supplements, heartworm preventatives and prescription food.

2026 MONTHLY PET BENEFIT SOLUTIONS DEDUCTIONS

SUPPLEMENTAL PLAN	SINGLE PET	UNLIMITED PETS
Pet Benefit Solutions	\$11.75	\$18.50

Life, Accidental Death/Dismemberment & Disability

LIFE INSURANCE

- **Sponsored Life Insurance:**

Sponsored group term life insurance is provided at no cost to the eligible employee; coverage varies with salary as indicated below.

ANNUAL SALARY	COVERAGE
up to \$23,999	\$30,000
\$24,000 to \$29,999	\$37,500
\$30,000 to \$39,999	\$50,000
\$40,000 and above	125% of salary with maximum insurance coverage of \$300,000

- **Voluntary Life Insurance**

Rates for voluntary life insurance through the Standard vary based on age. The maximum employee coverage is up to five times your basic annual earnings, or in \$50,000 increments to a maximum of the lesser of five times basic annual earnings or \$1.4 million. Guaranteed issue is the lesser of three times your basic annual earnings or \$500,000; must be elected during the first 60 days of employment without evidence of insurability. The spouse life coverage and guaranteed issue is elected by you in multiples of \$10,000 up to \$150,000 not to exceed 100 percent of employee coverage. Guaranteed issue of \$30,000 must be elected during the first 60 days of employment without evidence of insurability. The guaranteed issue for unmarried children is \$10,000 for children from live birth until age 26. Employee coverage is required for spouse and unmarried children issue.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

- **Sponsored AD&D**

Sponsored AD&D insurance through the Standard is provided at no cost to the eligible employee — \$22,500 for accidental death; dismemberment coverage varies.

- **Voluntary AD&D**

Rates for voluntary AD&D rates through the Standard vary based on coverage level. Maximum coverage is the lesser of 10 times your basic annual earnings or \$500,000. Employee must enroll within 31 days from date of hire, qualifying life event, or during the annual open enrollment period.

DISABILITY INSURANCE

- **Long-Term Disability Insurance, Sponsored**

Sponsored long-term disability insurance through the Standard is provided at no cost to the employee. After a 90-day waiting period, 66 2/3 percent monthly salary (not to exceed \$10,000 per month) for the first 90 days of disability; after 90 days, 60 percent monthly salary (not to exceed \$10,000 per month).

- **Short-Term Disability Insurance, Voluntary**

Voluntary short-term disability insurance through the Standard pays 60 percent of your current salary (up to a maximum of \$3,500 per week) if you become temporarily disabled and unable to work for a short period of time due to illness, pregnancy or accident. Rates for voluntary short-term disability insurance vary based on salary and age using this formula: **Weekly Earnings (not to exceed \$5,833) x 0.60 x Your STD Premium Rate (see Short-term Disability Premium Rate Chart below) / 10 = Estimated Monthly Premium.**

SHORT-TERM DISABILITY PREMIUM RATE

AGE	<55	55-59	60-64	65-69	70-74	75+
OPTION 1 (14-day waiting period)	\$0.198	\$0.264	\$0.319	\$0.341	\$0.385	\$0.429
OPTION 2 (29-day waiting period)	\$0.143	\$0.187	\$0.231	\$0.253	\$0.286	\$0.308

Paid Time Off

VACATION TIME

The maximum vacation payout allowed is 22 days (176 hours). Once the maximum vacation time accrual has been reached, any vacation earned over the maximum may be transferred to sick leave credit. People hired into senior administrative officer and executive positions are entitled to the maximum vacation benefits as soon as they are employed. Faculty members on 12-month appointments accrue 22 working days of vacation per year. Faculty members on nine-month appointments do not accrue vacation credit (effective August 1, 2013).

EMPLOYMENT STATUS	LENGTH OF CONTINUOUS SERVICE	ACCRUAL RATE PER PAY PERIOD	MAXIMUM ACCRUAL PER YEAR	TOTAL MAXIMUM ACCRUAL
Nonexempt Full-Time Employees (40 hours per week)	1 through 10 years	3.70 hours	96 hours (12 work days)	192.00 hours
	11 through 20 years	5.23 hours	136 hours (17 work days)	272.16 hours
	21 or more years	6.77 hours	176 hours (22 work days)	352.08 hours
Exempt Full-Time Employees (40 hours per week)	1 through 5 years	1.25 days	15 work days (120 hours)	30 work days (240 hours)
	6 through 15 years	1.67 days	20 work days (160 hours)	40 work days (320 hours)
	16 or more years	1.83 days	22 work days (176 hours)	44 work days (352 hours)

SICK LEAVE

Sick leave is provided by UAB for the income protection of employees when they must take time away from work for medical reasons. Sick leave is also available for other individuals as defined in the sick leave policy under Section 303 of the UAB Policies and Procedures Library. Regular full-time employees and 3/12-hour shift employees accrue sick leave at the rate of 10 days per year. There is no cap on the number of sick leave days an employee may accrue with UAB. The accrual rate for sick leave benefits for faculty with nine-month appointments is 7.5 days for each nine months of service under a regular appointment. Nine-month faculty working under a full-time appointment with UAB during the summer may accrue an additional 2.5 days of sick leave. Sick leave is available for use during the initial six-month probationary period for an employee's own serious health condition. Credit is given based on the initial date of employment in an eligible status.

PAID PARENTAL LEAVE

UAB Medicine is committed to creating and maintaining a work culture that supports faculty and staff in their efforts to balance work and family. The Paid Parental Leave Policy supports these efforts by allowing parents additional flexibility and time to bond with their new child, adjust to a new family situation and balance professional obligations.

UAB Medicine will provide up to six work weeks (30 days/240 hours maximum) of Paid Parental Leave to an eligible employee during the first six months following birth or adoption. Paid Parental Leave may be taken continuously or intermittently within the first six months following birth or adoption.

To be eligible for Paid Parental Leave, an employee must have been employed in the benefit-eligible assignment for at least six months prior to the birth or adoption of a child and be in a benefit-eligible assignment at the time the leave occurs. Full policy details can be found in the [Paid Parental Leave Policy](#).

SPECIAL HOLIDAY INFORMATION

Due to the special requirements of UAB Hospital and UAB Police Department, the holiday policy for employees in those units is somewhat different from the policy for other employees. UAB Hospital and UAB Police Department employees accrue 12 personal holidays (up to 96 hours) per year rather than nine designated and three personal holidays. These 12 holidays may be scheduled at any time during the year with the supervisor's approval. For biweekly paid employees, the holidays must be requested prior to the beginning of the pay period in which they are to be taken. For full-time regular monthly paid and 3/12-hour shift employees, personal holidays will accrue at the rate of one day (8 hours) per month, up to a maximum of 12 days (96 hours) per year. Full-time regular biweekly paid employees will accrue these holidays at a rate of 3.69 hours per pay period, up to 96 hours per year. New employees are eligible to use personal holiday time as it is accrued.



Health & Wellbeing

UAB EMPLOYEE WELLNESS

UAB Employee Wellness provides resources and opportunities to help employees live well — from a dynamic schedule of wellness programs and initiatives to online and on-campus tools, classes and screenings that make it easy to make healthy choices in the workplace. Available services include...

- **My Health Rewards** is a no cost, voluntary program that rewards eligible employees for participating in healthy behaviors such as completing age/gender specific screenings, participating in care-management programs, logging physical activity and more. Participants can earn up to \$350 a year. uab.edu/myhealthrewards
- **Wellscreens**, a free biometric health screening, is offered annually to eligible employees. The 15-minute screening measures blood pressure, total cholesterol, LDL cholesterol, HDL cholesterol, blood sugar, BMI, triglycerides and cholesterol ratio/cardiac risk. uab.edu/wellscreens

UAB EMPLOYEE ASSISTANCE & COUNSELING CENTER

The UAB Employee Assistance & Counseling Center (EACC) offers free, confidential support services designed to help identify, understand and resolve work-related and personal issues and maintain a successful work/life balance. The EACC offers up to 12 free counseling sessions per year to eligible employees and members of their immediate household; individual, couples and family counseling are available. Additional services include...

- Financial counseling
- Life coaching
- Tobacco cessation
- Art therapy
- Play therapy
- Alcohol and drug abuse aftercare
- Eldercare services
- EMDR
- Critical incident stress management services
- Case management services
- Supervisory training and consultation
- Career counseling, and more

To learn more about available Health & Wellbeing services, visit UAB Employee Wellness at uab.edu/wellness, and visit the UAB Employee Assistance & Counseling Center at uab.edu/eacc.



Educational Assistance for Employees & Families

Educational assistance benefits are available to eligible UAB employees and their spouses and/or dependent children. A brief summary of each benefit is outlined below. Eligible coursework must be taken at UAB for UAB academic credit and is subject to grade point average requirements. See the full policy and certification requirement under Section 319 of the UAB Policies and Procedures Library.

PROVIDED TO	ELIGIBILITY	BENEFIT
UAB employees	Available after six months full-time regular employment	100% in-state tuition for all undergraduate, graduate and professional program courses at UAB
Unmarried dependent children and children of sponsored adults of UAB employees (up to age 26)	Employee must be full-time regular status and have one year of continuous service*	50% in-state tuition assistance for all undergraduate credit courses at UAB (limited to 50% even if both parents are full-time UAB employees)
Spouses and sponsored adults of UAB employees	Employee must be full-time regular status and have one year of continuous service*	50% in-state tuition assistance for undergraduate credit courses at UAB up to 18 semester hours
Unmarried dependent children and children of sponsored adults of UAB retirees (up to age 26)	Employee must have been in full-time regular status at time of retirement	50% in-state tuition assistance for all undergraduate credit courses at UAB

* Waiting period is waived for children and spouses of full-time regular faculty members.

This summary of benefits is for general guidance only and is not a contract. All benefits are subject to the terms, conditions and limitations of the contracts governing them; therefore, employees should refer to the governing documents for full and accurate information specific to each benefit. Benefit eligibility may differ for employees working other than full-time regular positions. More information about benefit plan options can be found online in the UAB for Me Benefits Portal at uab.edu/hrintouch.