

## Benefits Summary

- **COBRA Information: Blue Cross/Blue Shield Medical and Dental, VSP – Vision Insurance:** If you currently are enrolled in any of these insurance plans, you may be eligible to continue them through COBRA for up to 18 months. You will receive a COBRA packet through mail from our COBRA Administrator, PayFlex. This will contain your COBRA Rights and Responsibilities and Election Form. COBRA provides the same level of coverage you have at UAH. Please be sure to read the information carefully, be sure to adhere to the election deadlines. For more information regarding your COBRA rights, [click here](#).
- **Flexible Spending Account:** If you have a PayFlex Flexible Spending Account, you have until the termination date to incur claims for medical expenses. Those claims must be filed by March 30 of the following year. Employees may have COBRA Rights with the FSA account. Under COBRA the premiums you pay are not tax-deferred and COBRA can only be elected through the end of the current plan year (December 31).
- **Health Savings Account:** If you have a HSA, those monies are yours to pay for future qualified medical expenses; however, there is a monthly maintenance fee for maintaining the account with Payflex.
- **403(b) and 457(b) Voluntary Retirement Plans:** If you are enrolled in the RSA-1, or TIAA Voluntary Retirement Plan, you may keep your account. For additional information, please see the contact information below:

<a href="#">RSA-1(TRSA)</a>	<a href="#">TIAA</a>
Phone: 877.517.0020	Phone: 800.842.2252
- **Life Insurance:** All group life insurance you have through UAH will end on the last day of employment. If you wish to continue life insurance through The Standard Insurance Company, applications for conversion or portability should be made within 45 days of termination of employment. For more information, please call 855.757.4714.
- **Annual Leave:** Unused vacation days (annual leave) not to exceed one year's accrual will be paid in lump sum in final payroll check. (Does not apply to Faculty who have an academic year appointment)
- **Sick Leave:** No sick or personal leave is paid upon termination of employment.