

At UBC, we are fortunate to be surrounded by incredible natural landscapes. That is why we have chosen a tree to represent the comprehensive benefit offerings available to UBC's faculty and staff — with the roots, trunk, and branches each highlighting important aspects of the benefit plan.

# The Benefits Tree

## ELIGIBILITY AND BENEFIT DETAILS

Eligibility for these benefits will be determined by your employee group, your role, and appointment type. The benefits listed on this poster are high-level summaries and for information purposes only. Details on eligibility, costs, and plan provisions are available on the UBC HR website.



## FINANCIAL WELLBEING

- Your **UBC Staff Pension Plan** or **UBC Faculty Pension Plan** is designed to help you save for your retirement.
- You can access **financial and legal consulting** through our Employee and Family Assistance Program. These services are designed to provide limited, but valuable guidance.
- Create greater financial security for you and your beneficiaries by supplementing your basic life insurance plan with **optional life** and **accidental death and dismemberment insurance**.
- Certain faculty appointments can access **relocation benefits** to offset moving, travel, and tax-related expenses.

### THE BRANCHES

Each of the three branches highlights how our benefit plans enrich and support you throughout your career at UBC.



## HEALTH AND WELLBEING

- Maintain your **physical health** through important health services, like **physiotherapy** and **massage therapy**. You can also claim reimbursement for **prescription drugs** and **vision care**. You will also receive coverage for **regular dental check-ups, orthodontics**, and even **root canals**, to name a few.
- Access **exclusive discounts** for aged care, pet health, fitness, mental health, and more through our benefit partners.
- To support your **mental health**, you can claim up to \$3,000 each calendar year to access licensed **psychologists, social workers** or **registered clinical counsellors**. This is in addition to short-term counselling provided through the Employee and Family Assistance Program.
- Our **Emergency Medical Travel Insurance** — included under the Extended Health Plan — can give you peace of mind if you suffer a medical emergency (an acute illness or accidental injury) while travelling.

## HEALTH AND WELLBEING

At the heart of our benefits is the health and wellbeing of faculty and staff at UBC. This branch showcases how your benefits can directly enhance your health and wellbeing.

## FINANCIAL WELLBEING

The financial wellbeing branch offers options for short and long-term financial planning and management.

## LEARNING

The learning branch showcases how UBC's benefit plans can help you achieve your learning aspirations throughout your career.



## LEARNING

- Explore topics ranging from coaching and mentoring, workplace wellbeing, leadership, and career navigation on UBC's **Workplace Learning Ecosystem (WPL)**.
- Eligible Faculty Association members may take **study leave** to pursue research and study opportunities. Eligible staff may be able to access **professional development leave** (paid or unpaid).

### THE TRUNK

Throughout life, it is imperative that you have a strong foundation to support you. That is why we have chosen the tree's trunk to represent your essential benefits.

- Extended health and dental** plans help reduce the financial burden of healthcare, by covering the costs of a range of services.
- Whether it is **leave for vacation**, sick time, maternity/parental/adoption or leave to care for family (to name just a few), taking time away helps to create a healthy work life balance.
- Basic life and disability insurance** are mandatory benefits (for eligible employees) to ensure your family has a safety net in the event of an untimely death or if you are unable to continue working due to disability.
- Employee and Family Assistance Program (EFAP)** gives you and your dependents access to short-term counselling and resources to help in times of crisis or when you want to maintain or improve your resilience and wellbeing.

### THE BRANCHES

### THE TRUNK

### THE ROOTS

- Use your **tuition waivers** to access up to 12 credits for UBC undergraduate courses or the dollar equivalent for eligible non-credit courses, every 12 months.
- Fund your career aspirations by accessing **professional development (PD)** funds. These PD funds can enhance knowledge, work performance, and career growth at UBC.

### THE ROOTS

Enrolling in and maintaining your benefits is foundational. Like the roots of a tree, this process is often below the surface and out of sight, but pivotal for growth.

- Optional enrolment
- Mandatory enrolment

**EMPLOYER PAID:** Once you are enrolled, UBC pays for the cost of these benefits:

- Extended Health and Dental
- Employee and Family Assistance Program
- Basic Group Life insurance
- UBC Staff Pension Plan and UBC Faculty Pension Plan (employees also make contributions)

**EMPLOYEE PAID:** Once you are enrolled, a portion of your salary is used to pay for the following benefits:

- Long-term Disability insurance
- Optional Life and Accidental Death and Dismemberment insurance



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Health, Wellbeing & Benefits

### DESIGNATE & MAINTAIN

Maintain your enrolment and get the most from your benefits by keeping your details up to date in Workday. This includes updating your dependents and beneficiaries as your family or circumstances change.

SEE ALL THE DETAILS OF THE BENEFITS TREE ON THE UBC HR WEBSITE

