At UTC, we understand there’s more to life than work. You can expect generous time off benefits when you join our team.
Here’s What We Offer.

Whether you want to take a trip or need to take care of a loved one, we know you need time away from work. Take a look at the benefits we offer that give you the freedom to enjoy life and take care of things that really matter.

Want to Get Away?

**Vacation**
Relax and rejuvenate with up to 15 paid vacation days each year. Count on earning more vacation the longer you work for UTC!

**Purchased Vacation**
Need more time to unwind? Starting the first calendar year after you join UTC, you can purchase up to five additional vacation days per year with pre-tax dollars.

Time to Celebrate!

**Birth & Adoption Leave**
Don’t miss out on those important first moments with your new family members! Take up to 8 weeks of paid time off with benefits if you’re a birth mother or you legally adopt a child, receive a surrogate child or become a legal guardian of a child under 18.

**Parental Leave**
New parents need bonding time with their children. Take up to 4 weeks of paid time off with benefits if you’re a birth mother, birth father, spouse/partner of a birth mother or if you legally adopt a child, receive a surrogate child or become the legal guardian of a child under 18.

**Holidays**
Enjoy paid holidays at UTC. Plus, many UTC locations are closed from Christmas Day through New Year’s Day.

Taking Care

**Sick Days**
If you’re under the weather, don’t worry — we’ve got you covered with up to 10 paid sick days during your first year (available after 30 days of continuous service).

**Short-Term Disability (STD) Insurance**
If you are out because of an illness or injury, you may be eligible for STD benefits at 60% of your base pay for up to 26 weeks (most employees).

**Long-Term Disability (LTD) Insurance**
If your illness or injury continues, LTD provides a steady stream of income — from 50% to 66 ⅔% of your base pay for as long as you’re disabled or until age 65.

**Absent with Permission**
Take up to five days for personal business that must be done during the time you would normally be at work.

**Jury Duty**
Called to jury duty? No problem. We’ll pay your regular base pay while you’re doing your civic duty, and you keep any juror’s fees you receive.

**Bereavement Leave**
Take up to three days to attend the funeral of an immediate family member.

**Military Leave**
If you’re a member of the National Guard or a reserve member of one of the United States Armed Forces, thank you for your service! At UTC, you’ll receive your regular pay for time you’re away for required military duty.

**Leave of Absence (LOA)**
Receive up to 30 days of unpaid leave (with department manager approval) to take care of personal business.

**Family and Medical Leave of Absence (FMLA)**
Take unpaid time off for a variety of reasons, including if you or a family member has a serious health condition.

We’re Flexible

Working from 8–5 may not be for you, and we understand that. We offer flexible work arrangements — like part-time schedules, job sharing, and telecommuting — so that you can work to your full potential.
UTC benefits help you make the connections for your best health — mind, body and wallet.