

## Staff Layoff Options and Effects

March 2011

Action & Population	Health Benefits (Medical/Dental/Vision)	UCRP Service Credit	Vacation/Sick Leave	Salary Savings
<b>Indefinite Layoff</b>	No University contributions toward monthly premiums.	No service credit is earned.	Vacation accruals are paid out to employee upon separation.  Accrued sick leave is not paid.	Permanent
<b>Temporary Layoff 120 Days or Less</b>	University's contribution toward monthly premiums continues.	No service credit is earned.  Does not constitute a break in service.	Vacation accrues in proportion to the number of hours on pay status each month.  Sick leave accrues only if on pay status at least 50% time each month and then proportionate to hours on pay status.	Temporary
<b>Temporary Reduction In Time 120 Days or Less</b>	University's contribution toward monthly premiums continues.	Service credit is earned in proportion to hours on pay status.	Vacation accrues in proportion to the number of hours on pay status each month.  Sick leave accrues only if on pay status at least 50% time each month and then proportionate to hours on pay status.	Temporary
<b>Permanent Reduction In Time to 50% or more</b>	University's contribution toward monthly premiums continues.	Service credit is earned in proportion to hours on pay status.	Vacation accrues in proportion to hours on pay status each month.  Sick leave accrues in proportion to hours on pay status.	Permanent
<b>Permanent Reduction In Time to less than 50%</b>	University's contribution toward monthly premiums continues as long as employee maintains 17.5 hours average regular paid time.	Service credit is earned in proportion to hours on pay status.	No vacation is accrued.  No sick leave is accrued.	Permanent

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<p><b>Furlough</b></p> <p>Regularly scheduled periods, not to exceed three months per calendar year during which employees in partial-year career positions are not at work.</p>	<p>University's contribution toward monthly premiums continues.</p>	<p>Service credit is earned in proportion to hours on pay status during non-furloughed periods</p>	<p>Vacation accrues proportionately to the number of hours on pay status each month.</p> <p>Sick leave accrues only if on pay status at least 50% time each month.</p>	<p>Permanent</p>