

Staff and Academic Layoff Options and Effects

Rev. 2/2/09 by SHR and APO

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

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<p>Furlough</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><i>Only Applies to Staff</i></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>
<p>START - Staff and Academic Reduction in Time Program</p> <p>Note: This is a voluntary reduction in time program initiated by the employee. START agreements may be terminated by the employee or the unit head upon 30 days notice.</p> <p>Faculty are not eligible to participate in START</p> <p><i>Applies to Staff and Non-Faculty Academics</i></p>	<p>University's contribution toward monthly premiums continues.</p>	<p>Service credit is earned at the rate accrued based upon the pre-START appointment percentage.</p>	<p>Vacation accrues at the rate based upon the pre-START appointment percentage.</p> <p>Sick leave accrues at the rate based upon the pre-START appointment percentage.</p>	<p>Temporary</p>