What is your pay status?

Regardless of position type, benefits eligibility is largely based on your pay status.

**Full-time and Part-time, Regular, Student, Term**

- Full-time employees work 80 hours every pay period and are eligible for a comprehensive benefits package.
- Part-time employees must work at least 50% time or a minimum average of 20 hours per week in a consecutive 12-month period to be eligible and to remain eligible for benefits.

**Casual Student**

- Casual employees work no more than 40% of full-time hours (832) in a consecutive 12-month period. Only Casual Students in a post doc, graduate, or undergraduate position are eligible for benefits.
- Casual employees must work a minimum average of 20 hours per week in a consecutive 12-month period to remain eligible for a select benefits package.

*Casual Regular, Term and high school students are not eligible for benefits.

**Tip:**

To find your official pay status log onto Oracle. Go to: LANL Worker Self Service > My Information > Assignment Category column

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**Available Benefits**

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<tr>
<th>HDHP Medical</th>
<th>PPO Medical</th>
<th>Dental</th>
<th>Vision</th>
<th>HSA</th>
<th>FSA</th>
<th>Legal</th>
<th>Disability</th>
<th>Life</th>
<th>Life/Dependent Life</th>
<th>401(k)</th>
<th>Vacation</th>
<th>Sick</th>
<th>Holiday</th>
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</thead>
<tbody>
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</table>

*Restrictions apply based on medical insurance election.

**Undergraduate students are not eligible for 401(k) benefits regardless of status.