The Laboratory offers benefit packages based upon assignment.

### What benefits am I eligible for?

<table>
<thead>
<tr>
<th>Regular employee</th>
<th>Student employee</th>
<th>Term employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular employees are hired for an indefinite duration.</td>
<td>Students are classified as post doc, graduate, undergraduate, or high school and are hired for a definite duration. While high school students are not eligible for any benefits, all other students are eligible for benefits based on pay status.</td>
<td>Term appointment employees are hired for a definite duration to meet a short-term or project related need.</td>
</tr>
</tbody>
</table>

### 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 eligible for paid sick leave, but not other benefits.

### Tip:

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

### Available Benefits

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

<table>
<thead>
<tr>
<th></th>
<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>
<tr>
<td>Full-time and Part-time</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X*</td>
<td>X*</td>
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<tr>
<td>Casual Student</td>
<td>X</td>
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<td>Other Casual</td>
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</tbody>
</table>

*Restrictions apply based on medical insurance election.  
**Undergraduate students are not eligible for 401(k) benefits regardless of status.