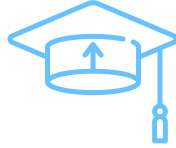


# What benefits am I eligible for?



## Regular employee

Regular employees are hired for an indefinite duration.



## Student employee

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.



## Term employee

Term appointment employees are hired for a definite duration to meet a short-term or project related need.

# 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

	HDHP Medical	PPO Medical	Dental	Vision	HSA	FSA	Legal	Disability Life	Spouse/Child Life AD&D	401(k)	PTO	Sick	Holiday
Full-time and Part-time	X	X	X	X	X*	X*	X	X	X	X	X	X	X
Casual Student	X									X**		X	
Other Casual												X	

\*Restrictions apply based on medical insurance election.

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