

## Benefits Eligibility Matrix

Benefit	Regular Full-Time Employees	Eligible Part-Time Employees <sup>1</sup>	Other Part-Time Employees	Full-Time Temporary Employees	Junior Jansky Fellows <sup>3</sup>
Payment for Time Not Worked					
<b>Vacation</b>	Yes	Yes	No	No	Yes
<b>Holiday</b>	Yes	Yes	No	Yes	Yes
<b>Sick Leave</b>	Yes	Yes	No	No	Yes
<b>Death Leave</b>	Yes	Yes	No	No	Yes
<b>Jury Duty</b>	Yes	Yes	No	No	Yes
<b>Subpoenaed Witness</b>	Yes	Yes	No	No	Yes
<b>Military Leave</b>	Yes	Yes	No	No	Yes
<b>Voting Time</b>	Yes	Yes	No	No	Yes
<b>Doctor or Dental Visits</b>	Yes	No	No	No	Yes
<b>Emergency Closing</b>	Yes	Yes	Yes	Yes	Yes
<b>Late Opening/Early Closing</b>	Yes	Yes	Yes	Yes	Yes
Insurance and Retirement Programs					
<b>Basic Life Insurance</b>	Yes	Yes	No	No	Yes
<b>Supplemental Life Insurance</b>	Yes	Yes	No	No	Yes
<b>Long Term Disability Insurance</b>	Yes	Yes	No	No	Yes
<b>Medical Insurance (PPO)</b>	Yes	Yes	No	No	Yes
<b>Dental Assistance Plan</b>	Yes	Yes	No	No	Yes
<b>Travel Accident Insurance</b>	Yes	Yes	Yes	Yes	Yes
<b>Regular Retirement Plan</b>	Yes	Yes	No	No	Yes
<b>Supplemental Retirement Plan</b>	Yes	Yes	No	No	Yes
<b>Flexible Spending Accounts</b>	Yes	Yes	No	No	Yes
Statutory Benefits					
<b>Worker's Compensation</b>	Yes	Yes	Yes	Yes	Yes
<b>Social Security &amp; Medicare</b>	Yes	Yes	Yes	Yes	Yes
<b>Unemployment Insurance</b>	Yes	Yes	Yes	Yes	Yes
Miscellaneous					
<b>Lay-off Allowance</b>	Yes	Yes	No	No	No
<b>Tuition Refund</b>	Yes	No	No	No	No
<b>AUI Scholarship</b>	Yes	Yes	No	No	No
<b>Employee Assistance Program</b>	Yes	Yes	Yes	Yes	Yes
<b>Leave Without Pay</b>	Yes	Yes	Yes	Yes	Yes
<b>Leave of Absence</b>	Yes	Yes	No	No	Yes
<b>Family and Medical Leave of Absence <sup>2</sup></b>	Yes	Yes	Yes	Yes	Yes

<sup>1</sup> Most benefits are prorated.

<sup>2</sup> Must meet federally regulated eligibility requirements

<sup>3</sup> Do not get paid for vacation accrual at end of appointment.