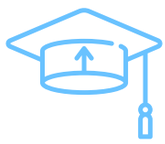
What benefits am I eligible for?



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	Critical Illness	Accident	Hospital Indemnity
Full-time and Part-time	×	×	×	×	×*	×	×	×	×	×	×	×**	×		×	×	×	×
Casual Student	×											×**		×				
Other Casual														×				

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