
4.10 CAREER ELIGIBILITY VS RETIREMENT ELIGIBILITY

Definitions

Career Position

A career position is a position established at a fixed or variable percentage of time at 50% or more of full time, which is expected to continue for twelve (12) months or longer.

In addition, a limited appointment shall be designated as a career appointment:

- Upon extension to a position with a fixed or variable percentage of time at 50% or more, which is expected to continue for 12 months or longer.
- OR -
- When the incumbent has attained 1000 hours on pay status in limited appointment(s) in any 12 consecutive months without a break in service of at least 120 consecutive calendar days. Such career designation shall be effective the first of the month following attainment of 1000 hours of qualifying service.

Once an employee attains career employment status (either through appointment or through conversion), they retain such career status in that position regardless of percent of time or hours worked.

Limited Appointment

A limited appointment is an appointment established at any percentage of time, fixed or variable, during which the employee is expected to be on pay status for less than 1,000 hours in a 12-month period.

Retirement Eligibility

Appointed to work 50% time or more on a fixed or variable percentage of time for an indefinite period, for a definite period of one year or longer, or for a shorter definite period with the reasonable prospect of renewal or extension.

- OR -

Accumulates 1,000 hours of employment while on pay status in a rolling 12-month period. UCRP membership begins the first of the month following attainment of 1000 hours of qualifying service.

Note: Retirement eligibility is based on the combination of all eligible appointments held by an employee, even if in different units.

It is possible for an employee appointed to a limited position to be eligible for retirement system membership and career benefits.

Examples:

- An employee has overlapping limited appointments which total 50% or more time for a period of one year or longer.
- An employee who worked at the University for 1000 hours or more in the preceding 12 months is rehired into a limited position.