

LECTURER BENEFITS REVISED ELIGIBILITY
 (“Grandfathering” Of Less Than Half-Time Eligibility)

1992/93 APPOINTMENTS/STATUS ⇒

	All Academic Year At 6 WTU's (See Notes)	All Academic Year At Half-Time (See Notes)	Academic Year Appointment: Fall at 6 WTU's; Spring Below 6 WTU's	Academic Year Appointment: Fall at Half-Time; Spring At 6 WTU's	Academic Year Appointment: Fall at Half-Time; Spring Below 6 WTU's
Half time for all of 1991/92.	Eligible; use 962 code.	Eligible. Enrollment should continue automatically.	Eligible for Fall; use 962 code. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.	Eligible; enrollment should continue automatically. Use 962 code for Spring 1993.	Eligible for Fall; enrollment should continue automatically. Ineligible for Spring 1993; cancel and offer COBRA.
At 6 WTU's for all of 1991/92: 962 code present on payroll.	Eligible; continue 962 coding on all continuous appointments at 6 WTU's or above.	Eligible; continue 962 coding on all continuous appointments at 6 WTU's or above.	Eligible for Fall; continue 962 code. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.	Eligible; continue 962 coding on all continuous appointments at 6 WTU's or above.	Eligible for Fall; continue 962 code. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.
Half-time for Fall 1991; Off Payroll (on Roll Code 9) during Spring 1992 and paid to continue benefits.	Eligible; use 962 code.	Eligible; use 962 code.	Eligible for Fall; use 962 code. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.	Eligible; use code 962 for Spring 1993.	Eligible for Fall. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.
Half time for Fall 1991; below 6 WTU's during Spring 1992 and paid to continue benefits.	Eligible; use 962 code.	Eligible; use 962 code.	Eligible for Fall; use 962 code. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.	Eligible; use 962 code for Spring 1993.	Eligible for Fall. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.
At 6 WTU's for Fall 1991; off payroll (on Roll Code 9) during Spring 1992, and paid to continue benefits.	Eligible, if placed on Roll Code 9; in Spring 1992 and paid direct on HBD-21. Continue 962 code on all appointments at 6 WTU's or above.	Eligible; enrollment should continue automatically. Continue 962 coding on all continuous appointments at 6 WTU's or above.	Eligible, if placed on Roll Code 9 in Spring 1992 and paid direct on HBD-21. Continue 62 code on all appointments at 6 WTU's or above. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.	Eligible, if placed on Roll Code 9 in Spring 1992 and paid direct on HBD-21. Continue 962 code on all appointments at 6 WTU's or above.	Eligible for Fall, if placed on Roll Code 9 in Spring 1992 and paid direct on HBD-21. Continue 962 code on Fall appointment. Ineligible for Spring 1993; remove 962. Cancel and offer COBRA.
At 6 WTU's for Fall 1991; below 6 WTU's during Spring 1992 and paid to continue benefits through COBRA process.	Ineligible; cancel and offer COBRA. Remove 962 code.	Eligible; re-enroll in benefits. Remove 962 code.	Ineligible; remove 962 code.	Eligible; use 962 code for Spring 1993.	Eligible for Fall. Ineligible for Spring 1993; remove 962 code. Cancel and offer COBRA.

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	All Academic Year At 6 WTU's (See Notes)	All Academic Year At Half Time (See Notes)	Academic Year Appointment: Fall at 6 WTU's; Spring Below 6 WTU's	Academic Year Appointment: Fall At Half Time; Spring At 6 WTU's	Academic Year Appointment: Fall at Half Time; Spring Below 6 WTU's
Below 6 WTU's for Fall 1991; at 6 WTU's during Spring 1992 and enrolled in benefits.	Ineligible if there was a break in coverage over the summer. Remove 962 code; cancel and offer COBRA. If no break in coverage occurred, enrollment should continue automatically; continue 962 coding on all continuous appointments at 6 WTU's or above.	Eligible. If there was a break in coverage over the summer, re-enroll. If no break in coverage occurred, enrollment should continue automatically; continue 962 coding on all continuous appointments at 6 WTU's or above.	If there was a break in coverage over the summer, ineligible for Fall; remove 962 code. If no break in coverage occurred, enrollment should continue automatically; continue 962 coding on all continuous appointments at 6 WTU's or above. Not eligible in Spring 1993; remove 962 code. Cancel and offer COBRA.	If there was a break in coverage over the summer, ineligible; remove 962 code, cancel and offer COBRA. If no break in coverage occurred, enrollment should continue automatically; continue 962 coding on all continuous appointments at 6 WTU's or above.	If there was a break in coverage over summer, eligible for Fall; enroll if no break in coverage occurred, enrollment should continue automatically; continue 962 coding on all continuous appointments at 6 WTU's or above. Not eligible in Spring 1993; remove 962 code. Cancel and offer COBRA.
Below 6 WTU's for Fall 1991; half-time during Spring 1992 and enrolled in benefits.	Eligible; use 962 code.	Eligible; re-enroll in benefits if there was a break in coverage over the summer.	Eligible; use 962 code.	Eligible; use 962 code. If no break in coverage occurred, enrollment should continue automatically; ineligible in Spring 1993, remove 962 code. Cancel and offer COBRA.	Eligible Fall; if no break in coverage occurred, enrollment should continue automatically. Ineligible Spring 1993; remove 962 code. Cancel and offer COBRA.

NOTES:

- Half-time” means in an appointment with a timebase of .50 (usually teaching 7 ½ weighted teaching units) or more.
- “At 6 WTU's” means an appointment with a timebase in the range of .40 to .49 (usually teaching 6 to 7.49 weighted teaching units) inclusive.
- From 1992/93 on, anytime grandfathered employee’s appointment drops below .40 timebase (usually 6 WTU's), even for a pay period, he or she loses “grandfathered” status and will not qualify for benefits again until he or she meets regular eligibility requirements. Coverage should be canceled, if necessary and COBRA offered.
- Due to MOU requirements and enrollment uncertainties, many campuses offer academic-year appointments in which only the first semester’s timebase is known. Your Payroll Office may place such employees in an academic year appointment at that timebase and, if the second semester timebase varies, make necessary adjustments. Such an employee is eligible to enroll during the first semester. If subsequent semesters fall below eligibility, coverage should be canceled and COBRA offered.
- Where enrollment should continue automatically, audit the first pay warrant and contact PERS if the deduction does not appear.