

Definition of Break in Service For Group Insurance Regulations

This supplement describes a break in service for purposes of the Group insurance regulations.

A break in service is defined as any separation from employment status. In addition, a break in service occurs effective the last day on pay status, whether or not a separation form is submitted, when an employee is off pay status for four complete consecutive calendar months without an approved leave without pay, furlough, or temporary layoff.

For Annuitant Medical, Dental and Legal eligibility, any separation from UCRP membership with duration longer than 120 calendar days is considered a break in service.

The following are not considered as a break in service:

- An approved leave without pay up to two years (730 calendar days) is not a break in service.
- A period of furlough up to 90 calendar days is not a break in service.
- A period of temporary layoff up to 120 calendar days is not a break in service.
- A return to pay status from an indefinite layoff or a medical separation within the period of right to recall, rehire or appointment as specified below is not a break in service. Otherwise, the layoff or medical separation is treated as a separation from employment. Employees returning under the right to recall provisions listed below should write to the Retiree Insurance Program, Office of the President, indicating that a break in service does not apply for the purposes of retiree health coverage and providing a Personnel Action Form or other separation/rehire documentation.

Please note: Although the information in this document is based on current union contracts, provisions in effect at the time of the employee's break-in-service apply if they differ from the information below.

AFSCME –Service Unit

Layoff – There is no break in service if a non-probationary career employee is rehired within 3 years. This does not apply to an employee who elects to receive severance pay in lieu of preference for reemployment and the right to recall. A temporary layoff of 120 days or less does not create a break in service.

Medical Separation – There is no break in service if the employee is rehired within 180 days, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

CNA – Registered Nurses

Layoff – There is no break in service if a non-probationary career nurse is reemployed in a career position within the period of right to recall or preference:

<u>Seniority</u>	<u>Right to Recall / Preference for Reemployment Period</u>
Less than 5 years	1 year
5 years or more	2 years

A layoff of 120 days or less does not create a break in service.

Medical Separation – There is no break in service if the career nurse is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

FUPOA – Police Officers Unit

Layoff – There is no break in service if a non-probationary career employee is reemployed in a career position within the period of right to recall:

<u>Seniority</u>	<u>Right to Recall Period</u>
Less than 5 years	1 year
5 years or more	2 years

Medical Separation – There is no break in service if the career nurse is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

AFSCME – Patient Care Technical Unit CUE – Clerical and Allied Services Unit

Layoff –There is no break in service if a non-probationary career

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employee who is indefinitely laid off is rehired within the period of recall (3 years from the date of layoff).

This does not apply to an employee who elects to receive severance pay in lieu of preference for reemployment and the right to recall. A temporary layoff of four months or less does not create a break in service.

Medical Separation – There is no break in service if a medically separated non-probationary career employee is reemployed within 180 calendar days, or 3 years if receiving disability payments from a retirement system to which the University contributes.

UPTE – Health Care Professionals Unit

Layoff – There is no break in service if a non-probationary career employee is reemployed in a career position within the period of right to recall or preference:

<u>Seniority</u>	<u>Right to Recall Period</u>
Less than 5 years	1 year
5 years or more	2 years

<u>Seniority</u>	<u>Preference for Reemployment Period</u>
Less than 10 years	1 year
10 years or more	2 years

This does not apply to an employee who elects to receive severance pay in lieu of preference for reemployment and the right to recall. A layoff of 120 days or less does not create a break in service.

Medical Separation – There is no break in service if a medically separated non-probationary career employee is reemployed within 180 calendar days, or 3 years if receiving disability payments from a retirement system to which the University contributes.

IAFF - Firefighters

UPTE – Research Support Professionals Unit

UPTE – Technical Unit

Layoff – There is no break in service if a non-probationary career employee is reemployed in a career position within the period of right to recall or preference:

<u>Seniority</u>	<u>Right to Recall Period</u>
Up to 5 years	1 year

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Up to 10 years	2 years
More than 10 years	3 years

<u>Seniority</u>	<u>Preference for Reemployment Period</u>
Less than 5 years	1 year
Less than 10 years	2 years
10 years or more	3 years

This does not apply to an employee who elects to receive severance pay in lieu of preference for reemployment and the right to recall. A layoff of 120 days or less does not create a break in service.

Medical Separation – There is no break in service if a medically separated non-probationary career employee is reemployed within 180 calendar days, or 3 years if receiving disability payments from a retirement system to which the University contributes.

UC-AFT – Non-Senate Instructional Unit

Medical Separation – There is no break in service if the employee is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

UC-AFT – Librarians

Layoff – There is no break in service if the employee is rehired within one year.

Medical Separation – There is no break in service if the employee is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

Staff Personnel Policy, Professional and Support Staff Career Employees

Layoff – There is no break in service if a non-probationary career employee is rehired within:

<u>Seniority</u>	<u>Preference for Reemployment Period</u>
Less than 5 years	one year
5 to 9.9 years	two years
10 years or more	three years

Medical Separation – There is no break in service if the employee is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

LOCAL AGREEMENTS

Printing Trades Unit (Berkeley)

Layoff – There is no break in service if the employee is rehired within 120 days. This does not apply to an employee who elects to receive severance in lieu of the right to recall.

Medical Separation – There is no break in service if the employee is rehired within 90 days, or within 365 days if receiving disability payments from a University-sponsored defined benefit plan.

Skilled Crafts Unit (Berkeley)

Layoff – There is no break in service if a non-probationary employee is rehired within the period of recall (1 year). A temporary layoff of 4 months or less does not create a break in service.

Medical Separation – There is no break in service if the employee is rehired within 1 year, or within 3 years if receiving disability payments from a University-sponsored defined benefit plan.

Skilled Crafts Unit (San Francisco)

Layoff – There is no break in service if a non-probationary employee is rehired within the period of recall (1 year).

Skilled Crafts Unit (Santa Cruz)

Layoff – There is no break in service if a non-probationary career employee is rehired within:

<u>Seniority</u>	<u>Right to Recall Period</u>
Less than 5 years	1 year
5 years or more	2 years

A temporary layoff of 4 months or less does not create a break in service.

Medical Separation – There is no break in service if the employee is rehired within 90 days, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

Skilled Crafts Unit (San Diego)

Layoff – There is no break in service if a non-probationary career employee is rehired within:

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Seniority

Less than 5 years
5 to 9.9 years
10 years or more

Preference for Reemployment /
Right to Recall Period

one year
two years
three years

A layoff of 120 calendar days or less does not create a break in service.

Medical Separation – There is no break in service if the employee is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan

Skilled Crafts Units (Riverside, Santa Barbara)

Layoff – There is no break in service if a non-probationary career employee who is indefinitely laid off is rehired within the period of recall (3 years from the date of layoff) or preference for reemployment:

Seniority

Less than 5 years
5 to 9.9 years
10 years or more

Preference for Reemployment
Period

one year
two years
three years

A temporary layoff of four months or less does not create a break in service.

Medical Separation – There is no break in service if the employee is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan.

Skilled Crafts Units (Irvine, Los Angeles)

Layoff – There is no break in service if a non-probationary career employee is rehired within:

Seniority

Less than 5 years
5 to 9.9 years
10 years or more

Preference for Reemployment
Right to Recall Period

one year
two years
three years

A layoff of 4 months or less does not create a break in service.

Medical Separation – There is no break in service if the employee is rehired within one year, or within three years if receiving disability payments from a University-sponsored defined benefit plan.