



The Thomas Jefferson National Accelerator Facility  
**Administrative Manual**

Exhibit 205.01-1

**BENEFITS ELIGIBILITY**

| TYPE APPOINTMENT   | Regular |      | Term |      | Temporary |      | Casual | Student | USRA/<br>GSRA |
|--------------------|---------|------|------|------|-----------|------|--------|---------|---------------|
| <b>Work Status</b> | F-T     | P-TM | F-T  | P-TM | F-T       | P-TM | ANY    | ANY     | ANY           |

**BENEFITS**

|   |     |     |     |     |     |     |     |     |     |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Retirement (TIAA-CREF)                      | YES | PRO | YES | PRO | NO  | NO  | NO  | NO  | NO  |
| Medical/Dental                              | YES | YES | YES | YES | PV  | PV  | NO  | PV  | PV  |
| Life Insurance                              | YES | PRO | YES | PRO | NO  | NO  | NO  | NO  | NO  |
| Short-Term Disability                       | YES | YES | YES | PRO | NO  | NO  | NO  | NO  | NO  |
| Long-Term Disability                        | YES | PRO | YES | PRO | NO  | NO  | NO  | NO  | NO  |
| Dependent Care Assistance<br>Program (DCAP) | YES | YES | YES | YES | NO  | NO  | NO  | NO  | NO  |
| Education Assistance<br>Program             | POS | POS | NO  | NO  | NO  | NO  | NO  | NO  | NO  |
| Workers' Compensation                       | YES | YES | YES | YES | YES | YES | YES | YES | YES |
| Employee Assistance<br>Program              | YES | YES | YES | YES | NO  | NO  | YES | YES | YES |

**LEAVE**

|                          |     |            |     |            |     |     |    |    |    |
|--------------------------|-----|------------|-----|------------|-----|-----|----|----|----|
| Vacation                 | YES | PRO        | YES | PRO        | NO  | NO  | NO | NO | NO |
| Sick                     | YES | PRO        | YES | PRO        | NO  | NO  | NO | NO | NO |
| Holiday                  | YES | PRO        | YES | PRO        | YES | PRO | NO | NO | NO |
| Court                    | YES | POS<br>PRO | YES | PRO        | NO  | NO  | NO | NO | NO |
| Military                 | POS | POS<br>PRO | POS | POS<br>PRO | NO  | NO  | NO | NO | NO |
| Professional Advancement | POS | NO         | NO  | NO         | NO  | NO  | NO | NO | NO |
| Leave of Absence         | YES | PRO        | YES | PRO        | PRO | PRO | NO | NO | NO |

**Eligibility Definitions:**

- **POS:** Possibly depending on status
- **PRO:** Prorated
- **PV:** Possibly as a visitor

**Work Schedule Definitions:**

- **F-T:** Full-time
- **P-TM:** Part-time, one half time or more

Note: Part-time, less than one-half time are not eligible for benefits except for Workers' Compensation.

**Type Appointment Definitions:**

- **Regular:** A position with no pre-planned ending date.
- **Term:** A position with a pre-planned ending date.
- **Temporary:** A position that will exist for 90 days or less.
- **Casual:** A position on an unscheduled, or on-call basis not to exceed 1000 hours in a year.
- **Student Intern:** A position for a student enrolled in a secondary, undergraduate, or graduate degree curriculum.
- **USRA:** A student who is enrolled in an undergraduate degree program and who is performing research toward his/her degree.
- **GSRA:** A student who is enrolled in a graduate (usually doctoral) degree program and who is performing research toward his/her degree.