

Employment Change

IIb. From: A University of Arizona benefits-eligible position

To: A University of Arizona benefits-eligible position 31 days after separation

Benefit	From a UA benefits-eligible position	
	To a UA benefits-eligible position when return is more than 30 days but less than 12 months after separation	To a UA benefits-eligible position when return is more than 12 months after separation
Medical, Dental, Vision Insurance	Treated as new hire.	Treated as new hire.
Health Care and Dependent Care Flexible Spending Account	Treated as new hire.	Treated as new hire.
Basic Life	Treated as new hire.	Treated as new hire.
Supplemental and Dependent Life	Treated as new hire.	Treated as new hire.
Long-Term Disability Insurance	HR department will automatically enroll employee in applicable plan determined by retirement plan.	HR department will automatically enroll employee in applicable plan determined by retirement plan.
Short-Term Disability Insurance	Treated as new hire.	Treated as new hire.
Vacation Hours Already Accrued	No balance – previously paid.	No balance – previously paid.
Vacation Accrual Rate	At department discretion, may retain service credit for vacation computation.	Treated as new hire.
Paid Sick Time Hours Already Accrued	At department discretion, accrued sick leave hours transfer unless previously paid through RASL or termination was result of disciplinary action.	Treated as new hire.