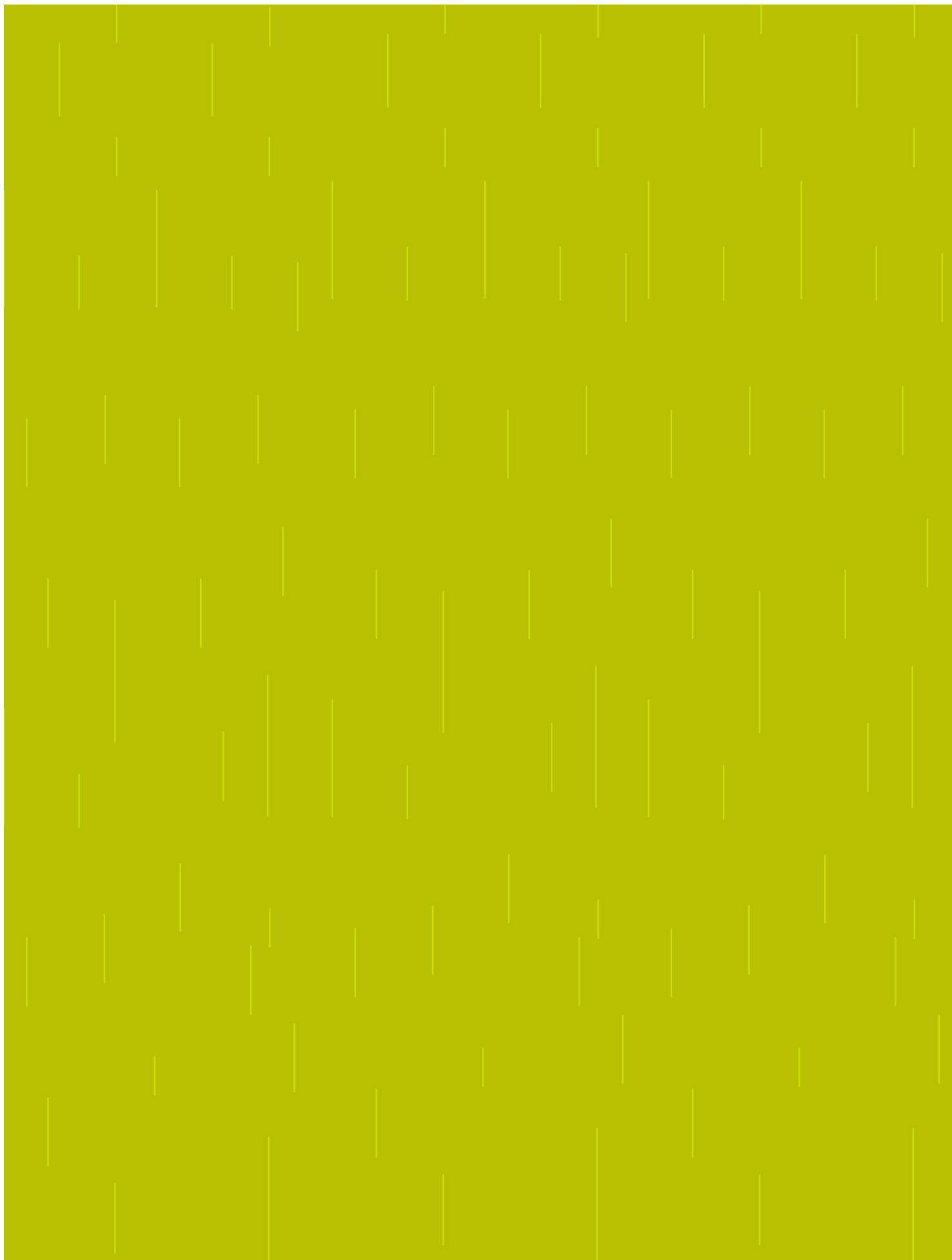


Workforce Profile

1990
to
2000

University of California
Office of the President
Human Resources and Benefits



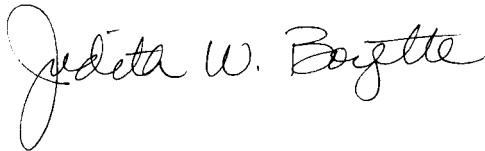
Introduction

The University of California is a vast public treasure, and our success in carrying out our mission of teaching, research, and public service excellence reflects the quality and commitment of our faculty and staff. Next to state government, the University employs the most people in California, and is the largest employer in New Mexico (next to state government) by virtue of the UC-managed Los Alamos National Laboratory and its subcontractors.

This Millennial edition of *Workforce Profile* presents useful statistics covering the decade from 1990 to 2000 that demonstrate the rich variety and complexity of our workforce. We compare the workforce demographics of the past decade to show significant trends and changes. The information pertains to all levels of staff at the campuses, laboratories, and UC Office of the President in all appointment categories, including career, non-career, full-time, and part-time staff. For the first time this year, our *Profile* includes information about employee participation in UC health and welfare and retirement benefits programs.

Please refer to the Glossary of Terms on page 42 for definitions of the various reporting categories found in the profile. This *Profile* is also available online at www.ucop.edu/humres/profile/2000.

And now, I am pleased to present our *Workforce Profile*.



Judith W. Boyette
Associate Vice President
UC Human Resources and Benefits

A publication of University of California Human Resources and Benefits, sponsored by Lubbe Levin, Assistant Vice President—Policy, Planning, and Research. Please direct questions or comments about this publication to Elly Skarakis (eleanor.skarakis@ucop.edu).



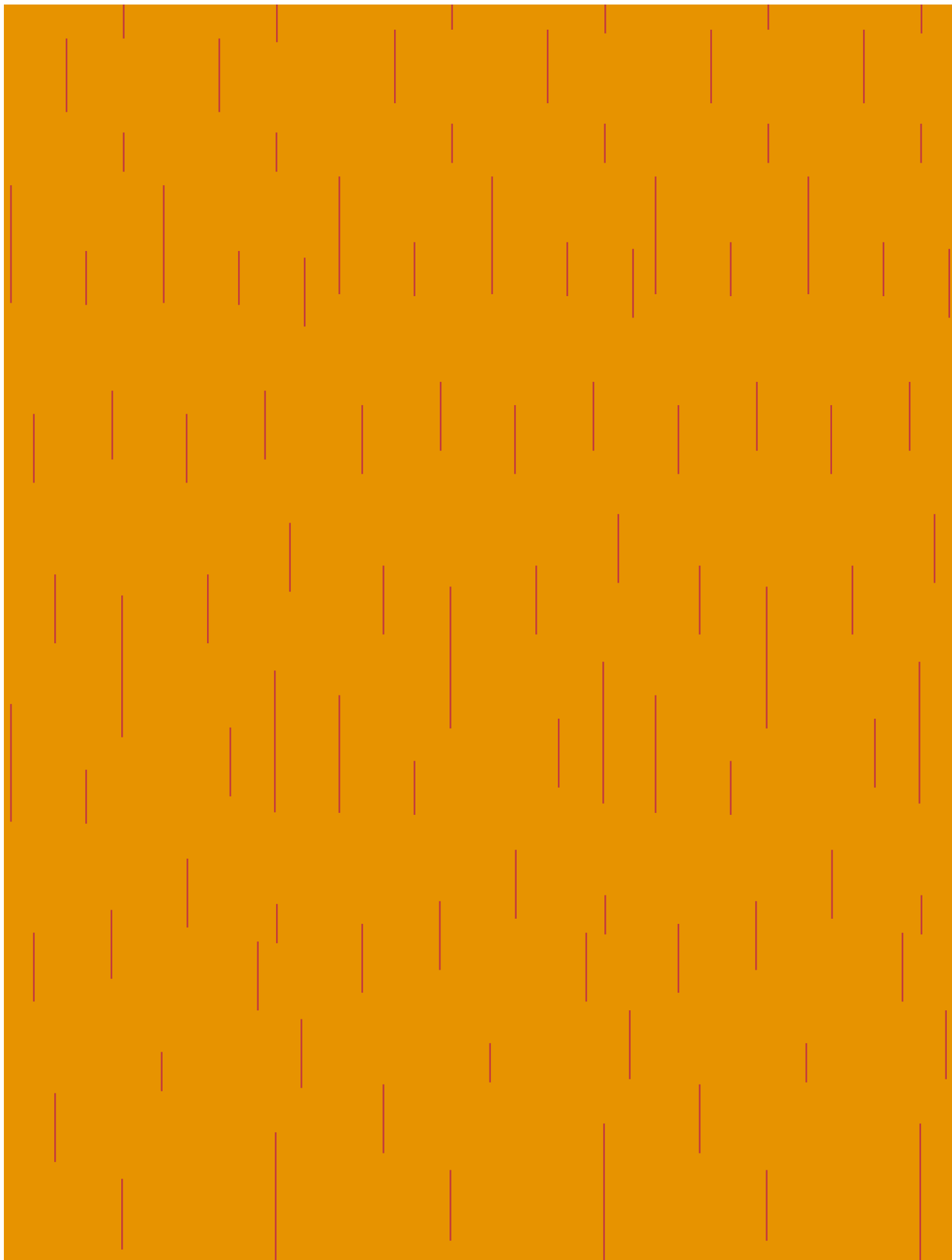
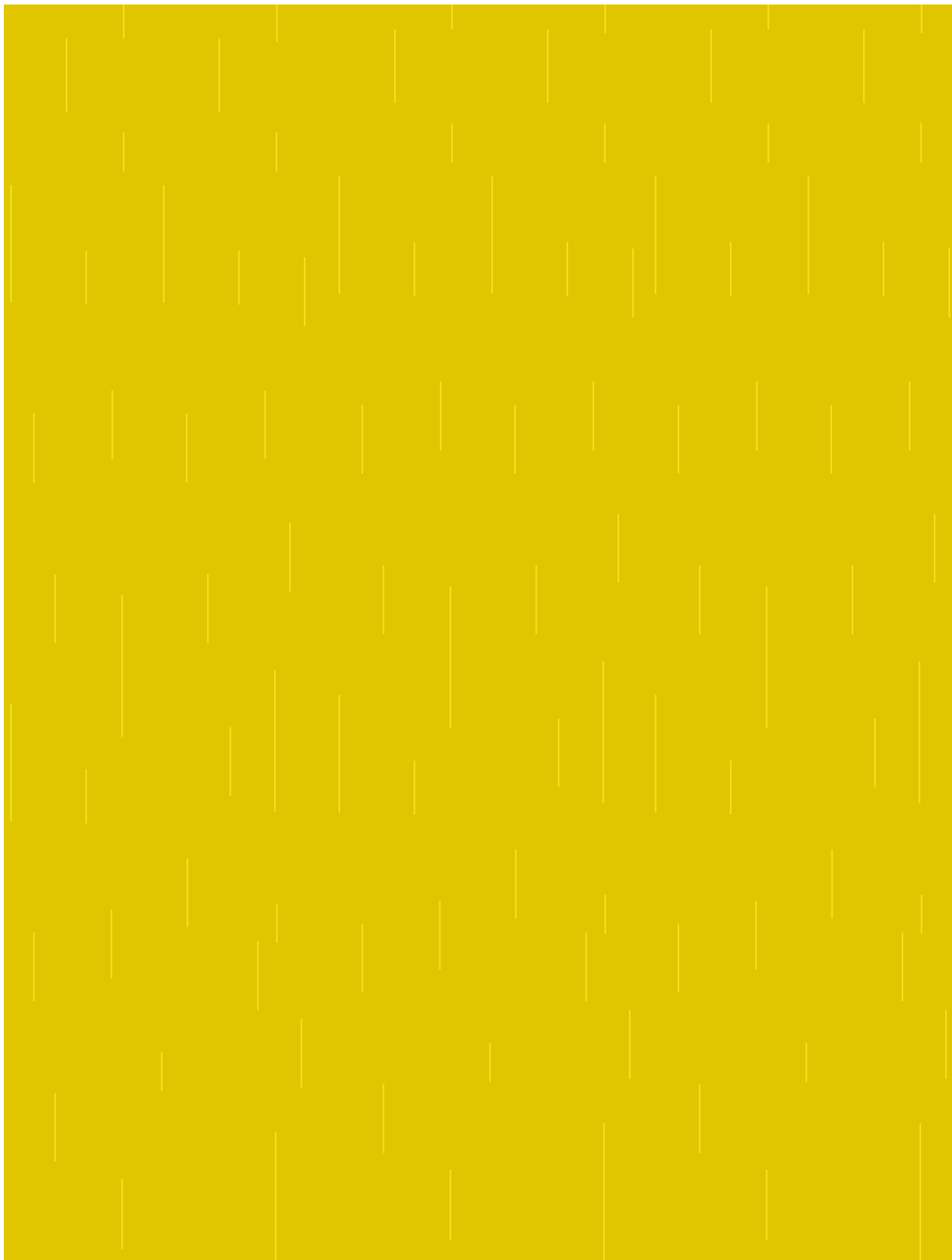


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Statistical Snapshot

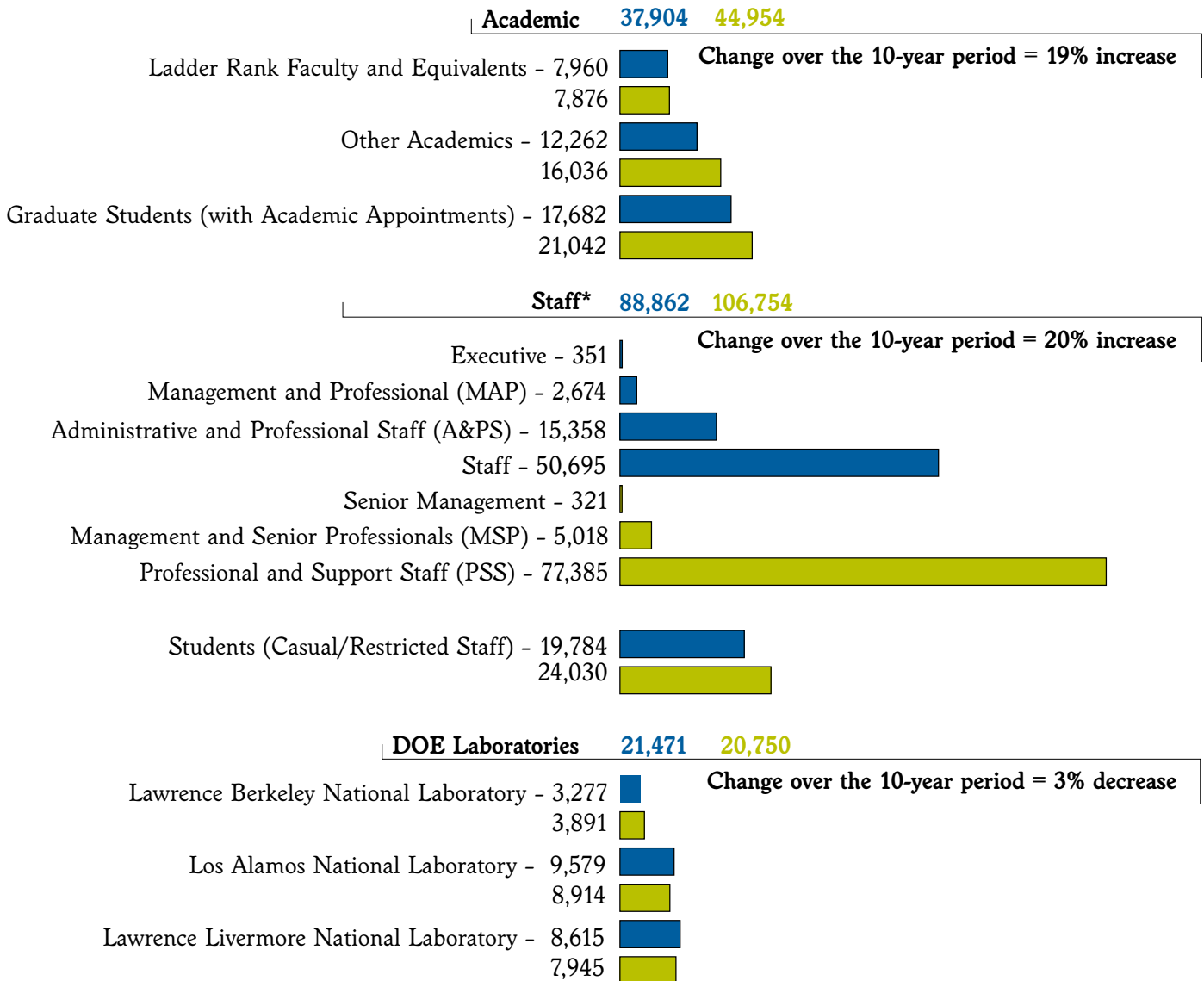
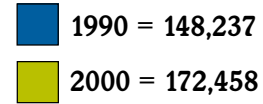


	1990	2000
Workforce Headcount (all appointment types)		
Academic	37,904	44,954
Staff	88,862	106,754
Department of Energy (DOE) Laboratories	21,471	20,750
Total UC Workforce	148,237	172,458
Staff (excluding Laboratory personnel)		
Full-time Equivalents (FTE)	65,805	77,091
Minority Representation – All Employees	40%	48%
Gender Representation – Career Employees		
Percent Female	63%	64%
Percent Male	37%	36%
Average Age		
All Staff	35 Years	36 Years
Career Staff	40 Years	42 Years
Average Length of Service		
All Staff	4 Years	5 Years
Career Staff	7 Years	8 Years
Percent of Staff Exclusively Represented by Unions	43%	49%
Academic Personnel (excluding Laboratory personnel)		
Full-time Equivalents (FTE)	26,762	31,662
Percent of Academic Personnel Exclusively Represented by Unions	7%	29%

Total Workforce

Headcount

Change over the 10-year period = 16% increase



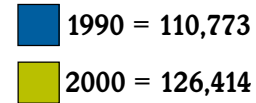
* Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.

Total Workforce

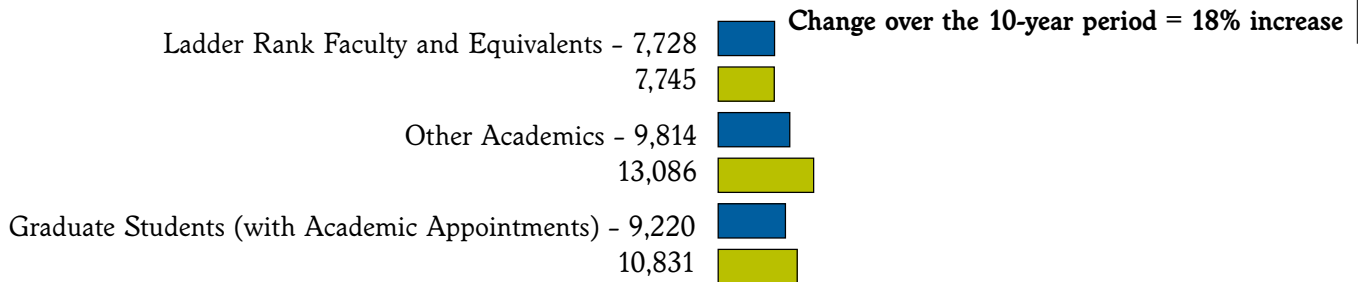
Full-time Equivalents (FTE)



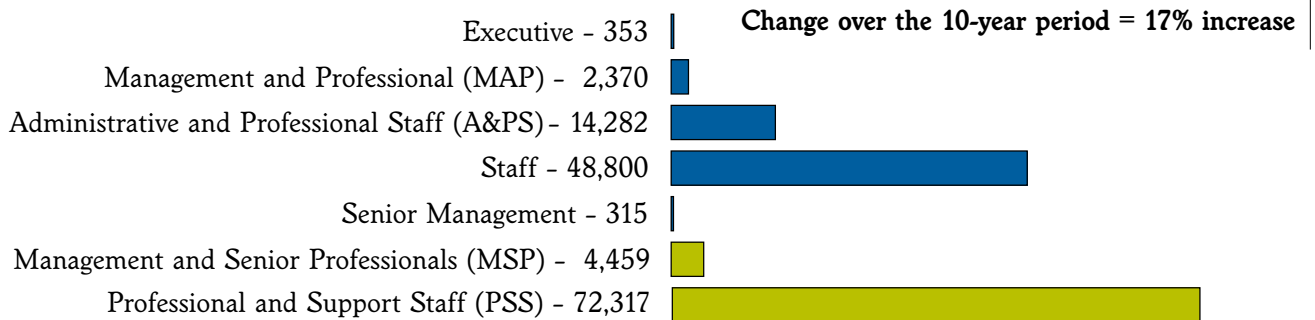
Change over the 10-year period = 14% increase



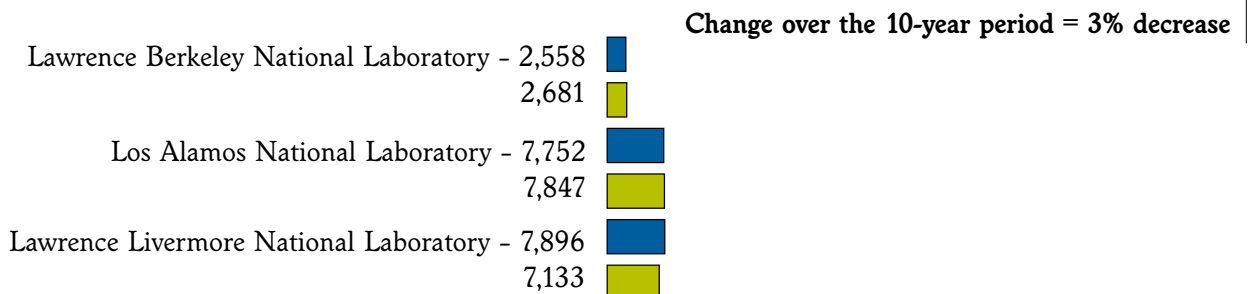
Academic 26,762 31,662



Staff* 65,805 77,091



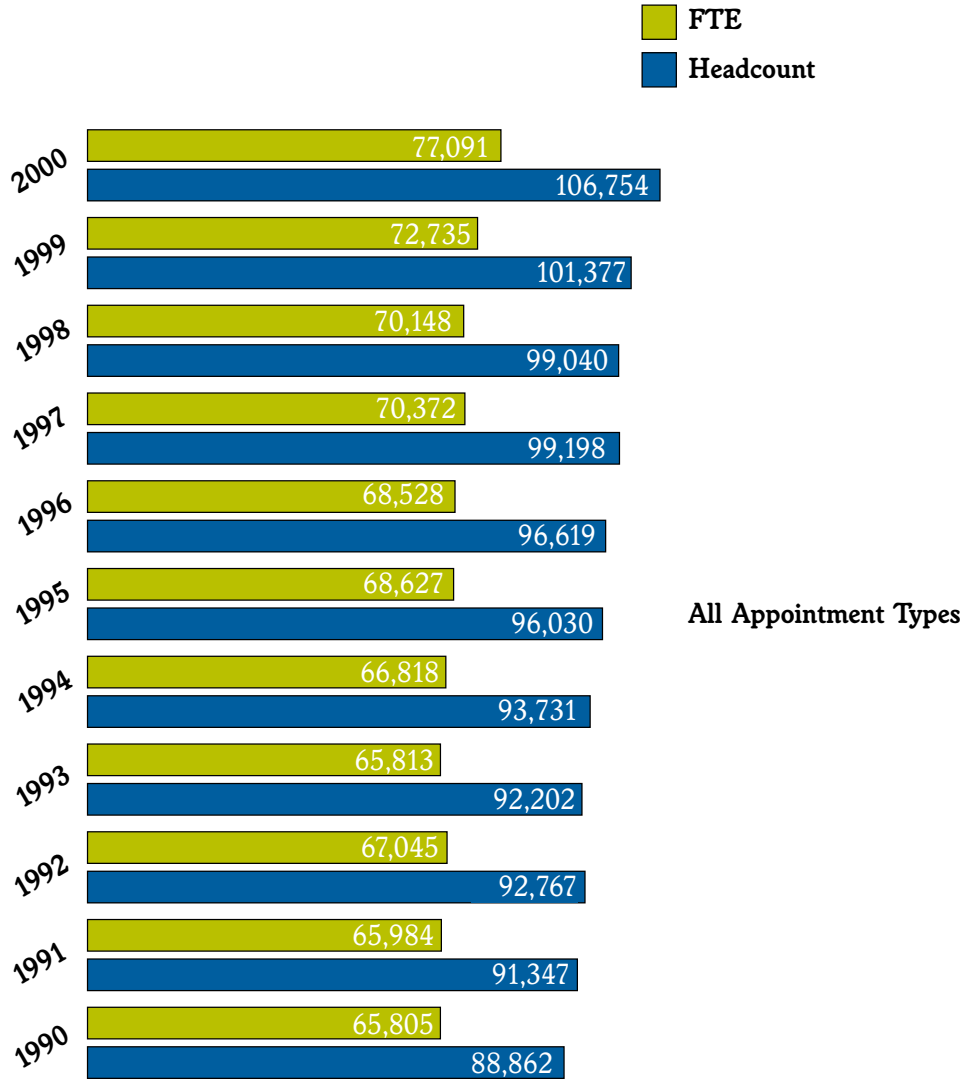
DOE Laboratories 18,206 17,661



* Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000. Variation in computation during 1990-2000 of FTE at LBNL is noted.

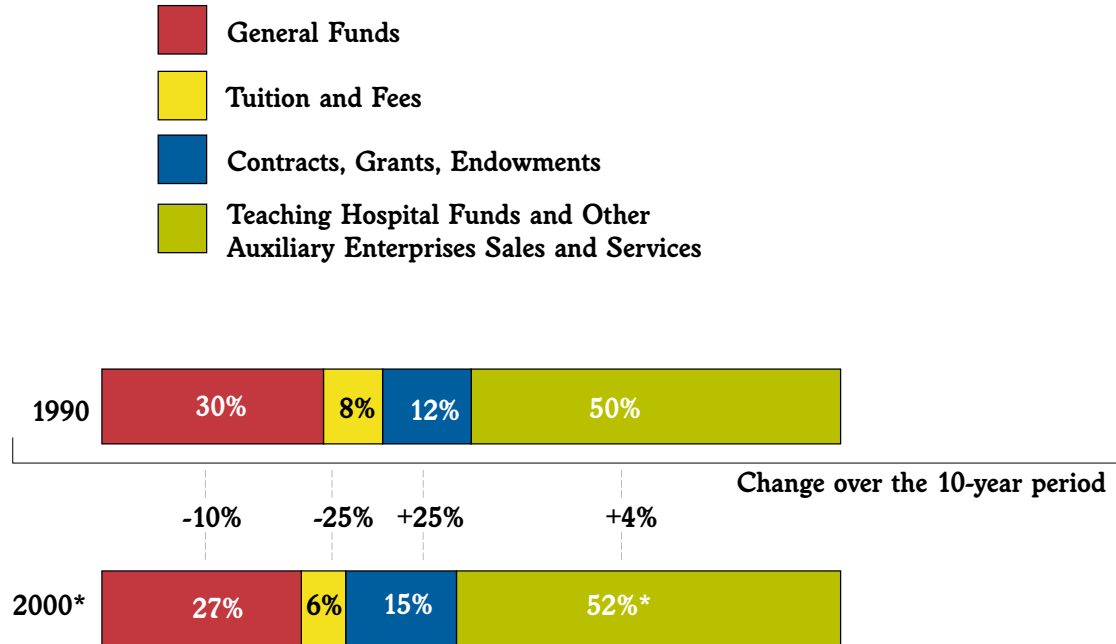
Staff Headcount and Full-time Equivalents (FTE)

Includes all nonrepresented and represented staff;
 excludes DOE Laboratory personnel



Percentage of Staff Full-time Equivalents by Fund Source

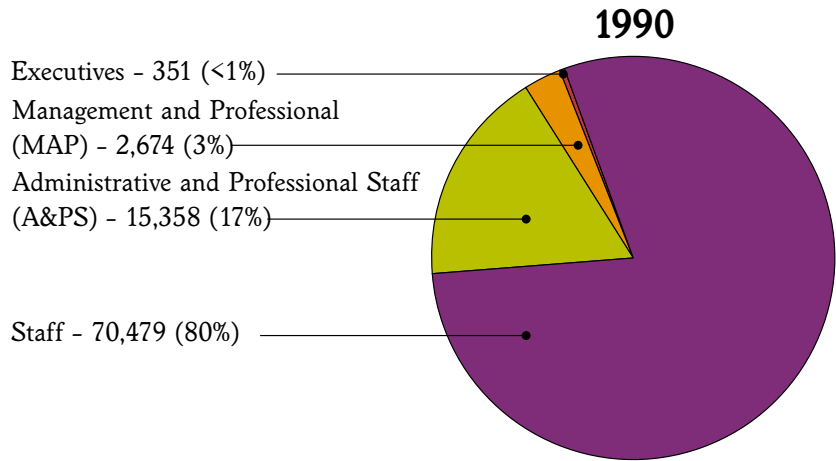
Includes all staff appointment types; excludes DOE Laboratories



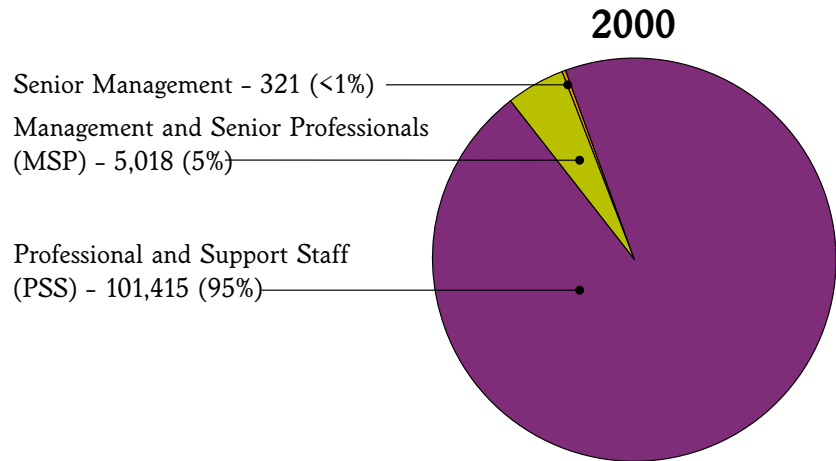
* Of the 52% recorded for year 2000, 11% represents Auxiliary Enterprises Sales and Services, and 41% represents Teaching Hospitals revenues. No comparative data are available for year 1990.

Staff Personnel by Personnel Program

Includes all nonrepresented and represented staff;
 excludes DOE Laboratory personnel
 (Headcount)



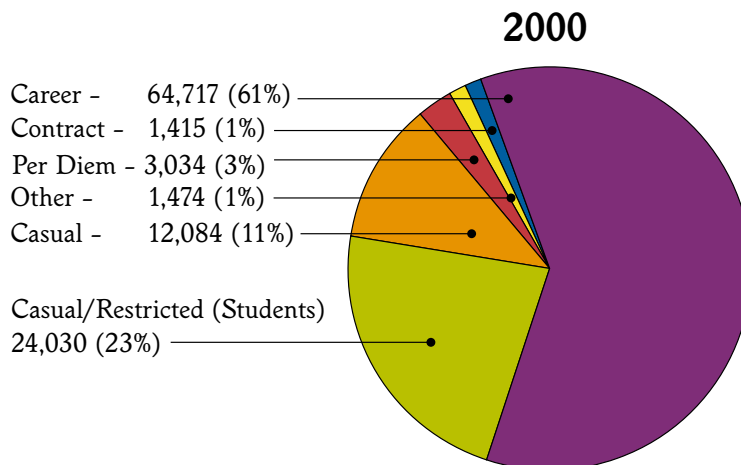
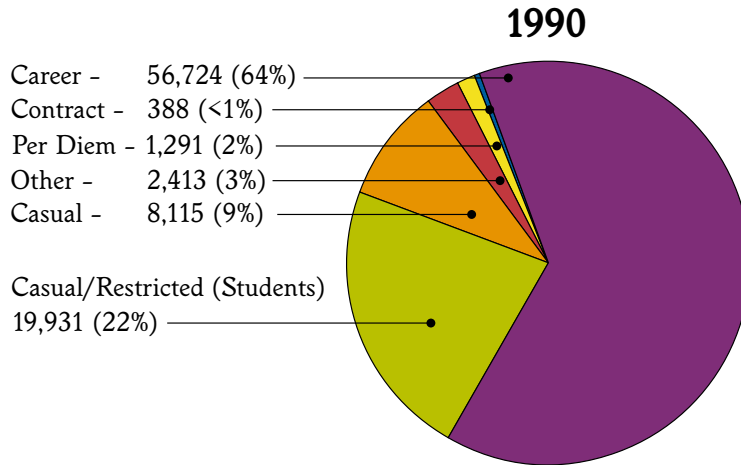
All Appointment Types



Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.

Staff Personnel by Appointment Type

Includes all nonrepresented and represented staff;
excludes DOE Laboratory personnel
(Headcount)



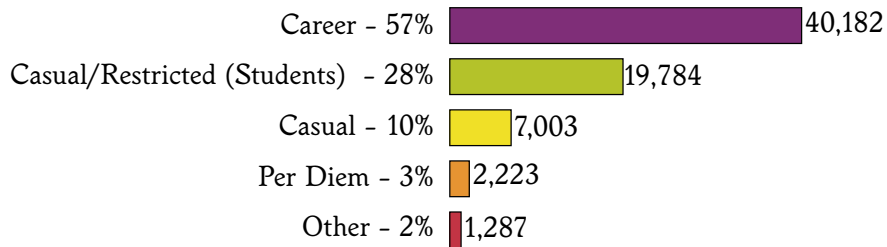


Staff Personnel by Personnel Program and Appointment Type

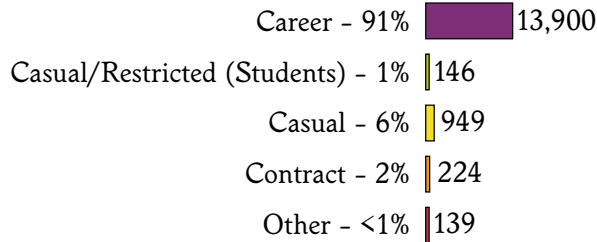
Includes all nonrepresented and represented staff;
excludes DOE Laboratory personnel
(Headcount)

1990

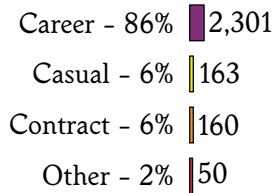
Staff 70,479



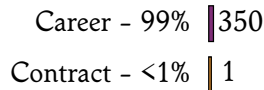
Administrative and Professional Staff (A&PS) 15,358



Management and Professional (MAP) 2,674



Executive 351



In the case of multiple appointments, employees are reported in their primary appointment only. Employees with invalid title codes are excluded.

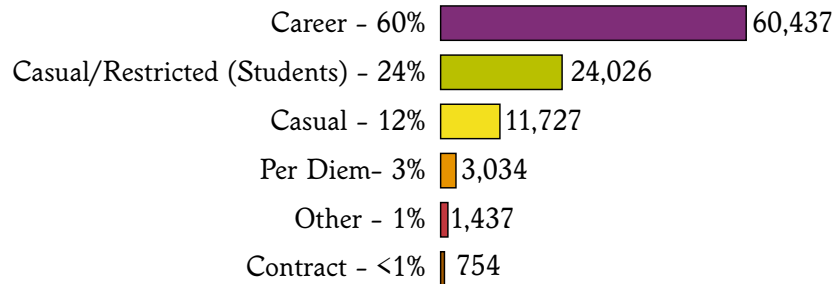
Staff Personnel by Personnel Program and Appointment Type

Includes all nonrepresented and represented staff;
excludes DOE Laboratory personnel
(Headcount)

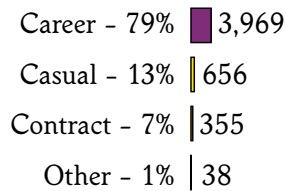


2000

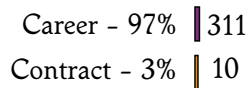
Professional and Support Staff (PSS) 101,415



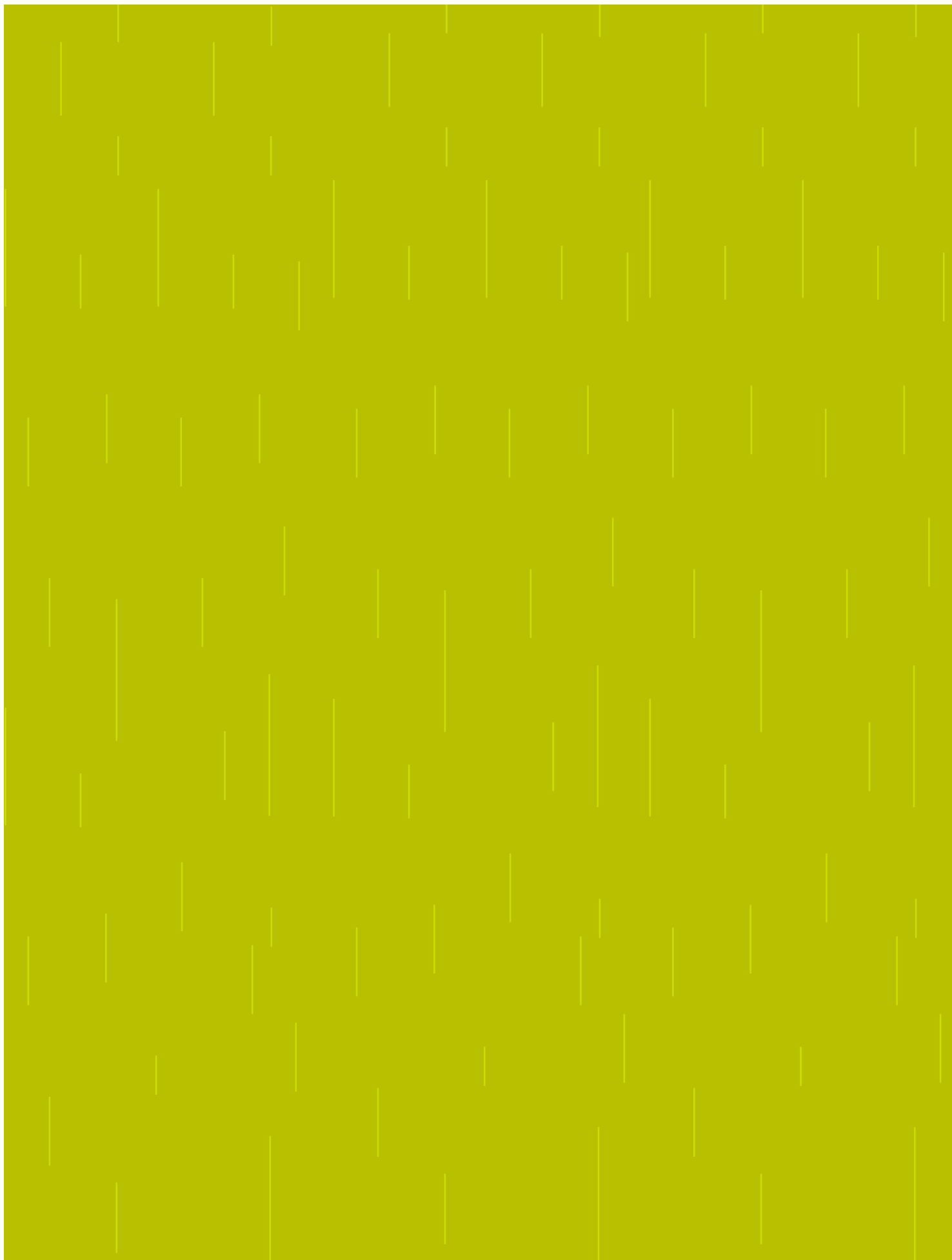
Management and Senior Professionals (MSP) 5,018



Senior Management 321



Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 on page 8 were consolidated into the three listed for 2000 on this page.

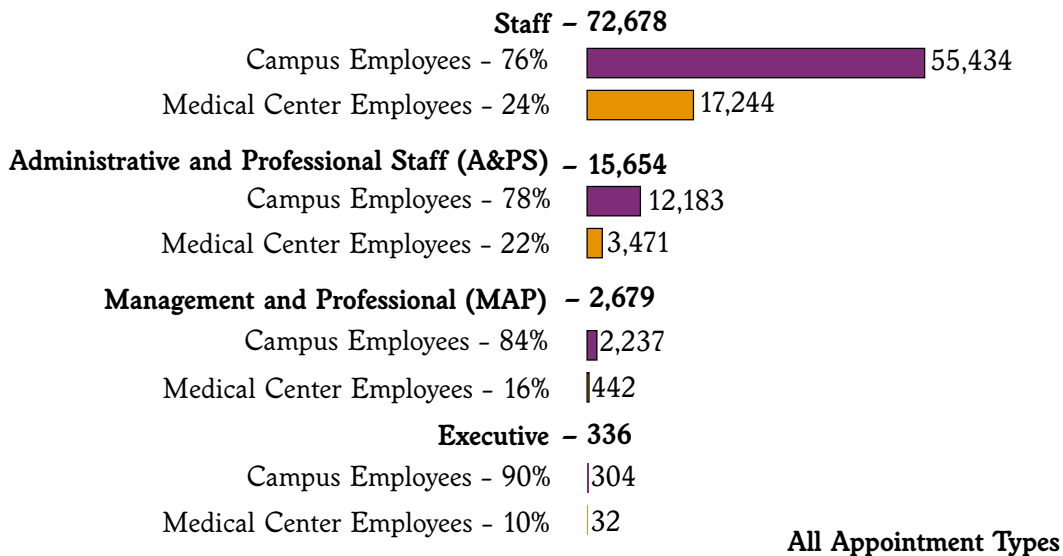


Distribution of Campus and Medical Center Staff Employees

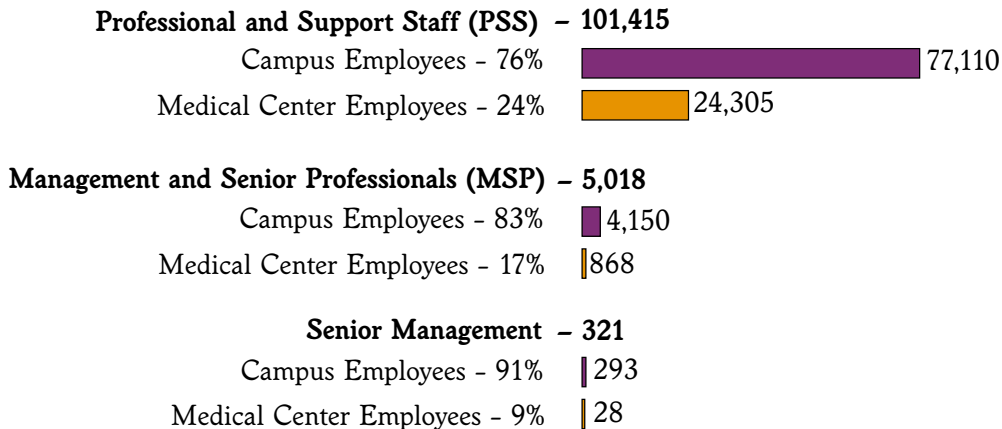
Includes all nonrepresented and represented staff
(Headcount)



1990



2000

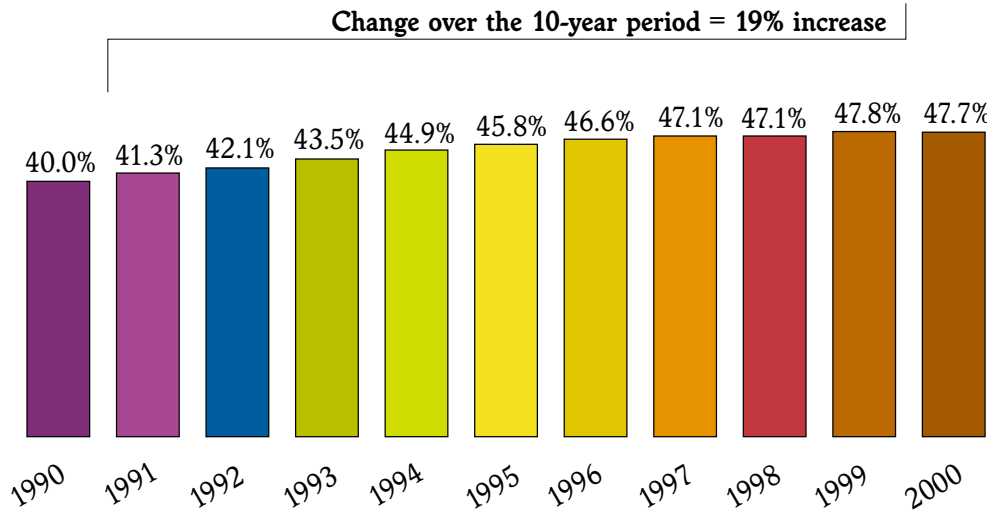


Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.



Minority Representation as a Percentage of the Staff Workforce

Includes all nonrepresented and represented staff in all appointment types; excludes DOE Laboratory personnel



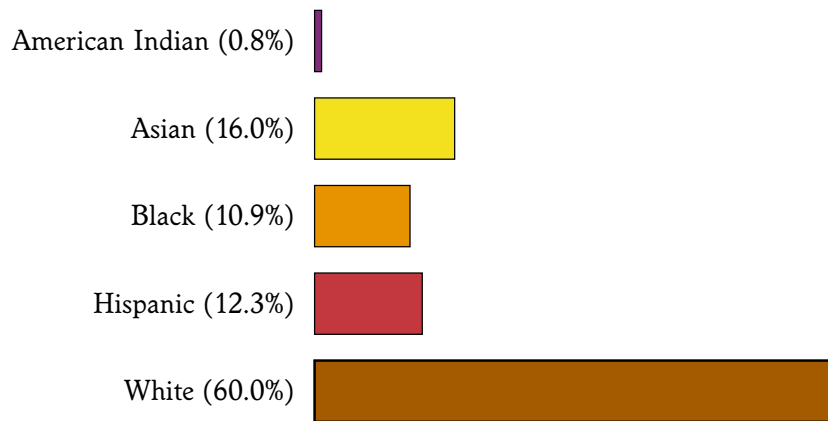
This chart excludes employees who have not identified their ethnicity.

Ethnic Groups as a Percentage of the Staff Career Workforce

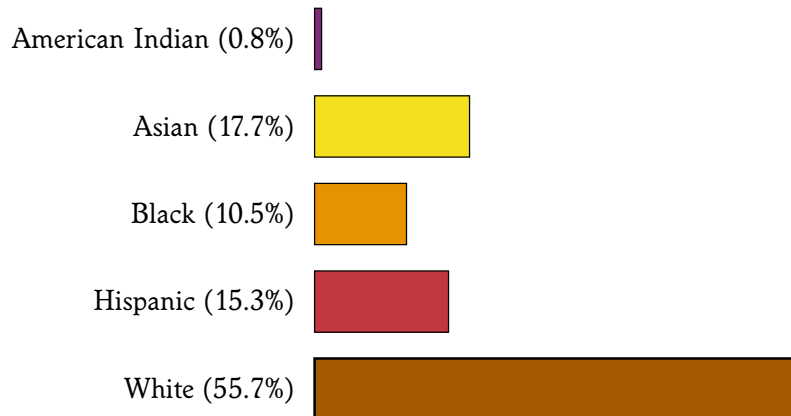
Includes all nonrepresented and represented career staff;
excludes DOE Laboratory personnel



1990



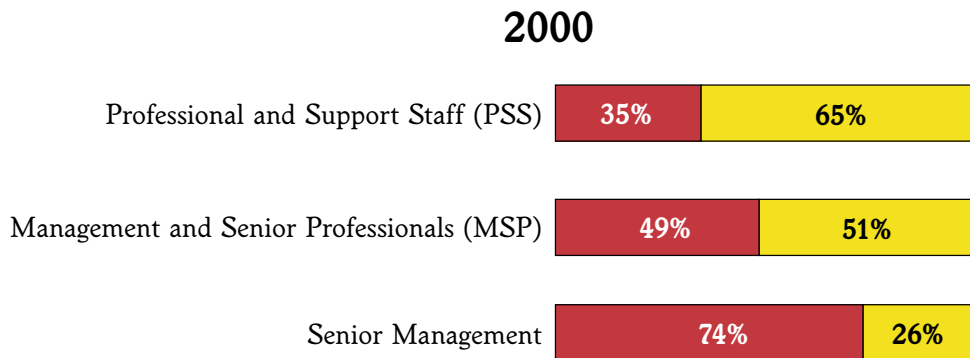
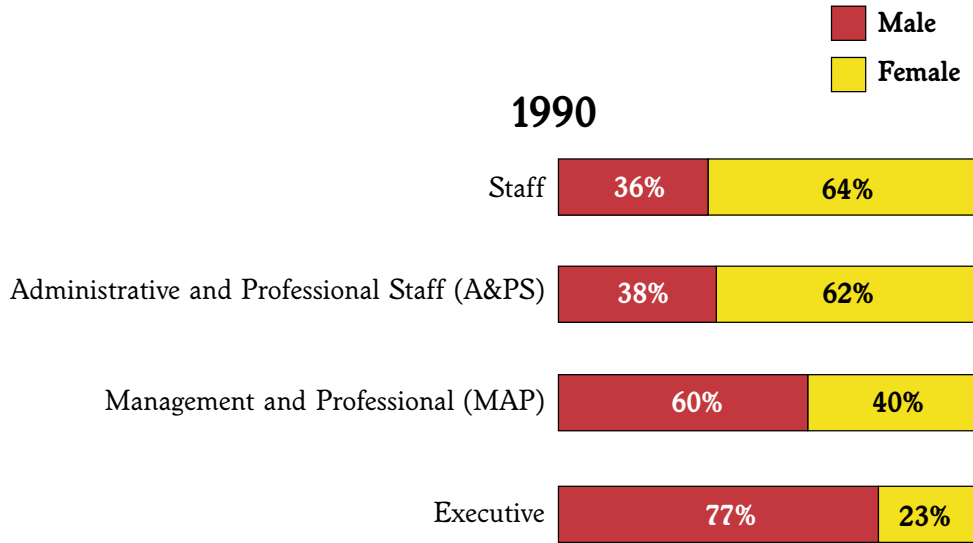
2000



This chart excludes employees who have not identified their ethnicity.

Staff Career Employees by Gender and Personnel Program

Includes all nonrepresented and represented career staff;
 excludes DOE Laboratory personnel

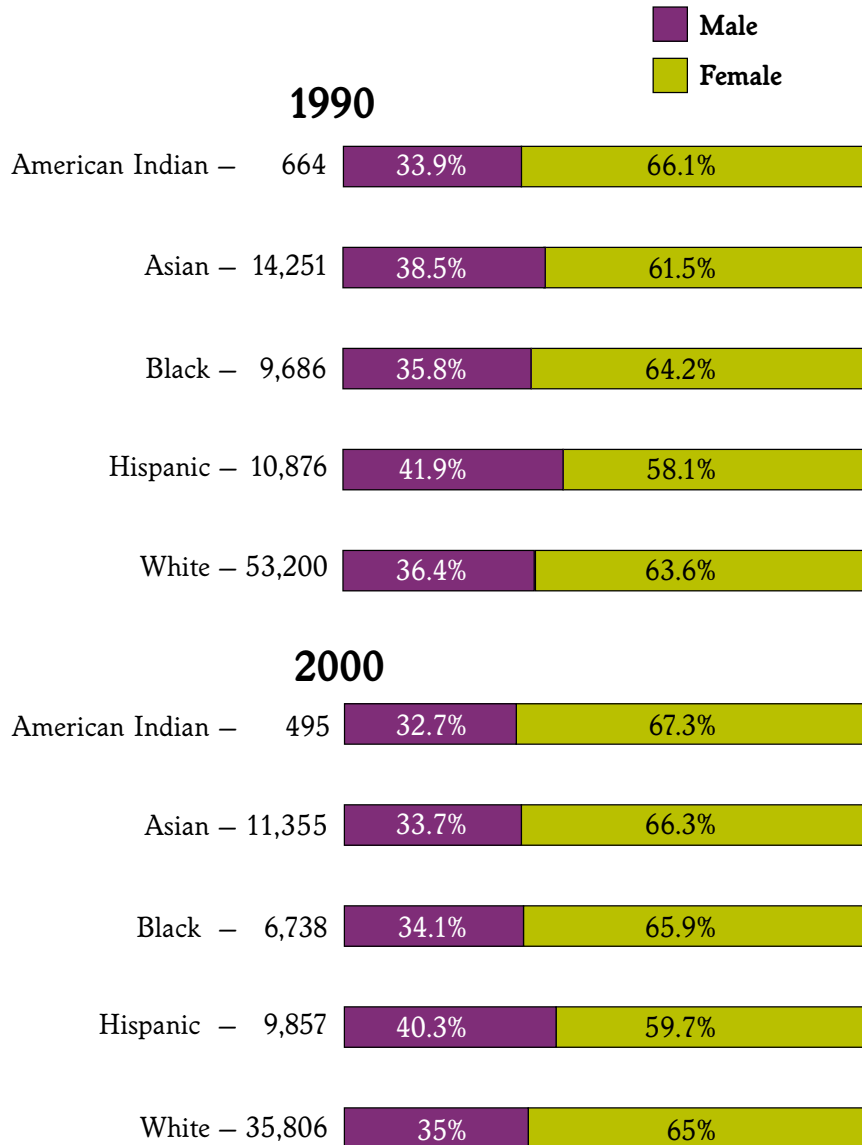


1990 Career Employees in all Personnel Programs:	Male = 37%	Female = 63%
2000 Career Employees in all Personnel Programs:	Male = 36%	Female = 64%

Note: Under a 1996 redesign of the Staff and Management personnel system, the four employee categories listed for 1990 were consolidated into the three listed for 2000.

Staff Career Employees by Ethnicity and Gender

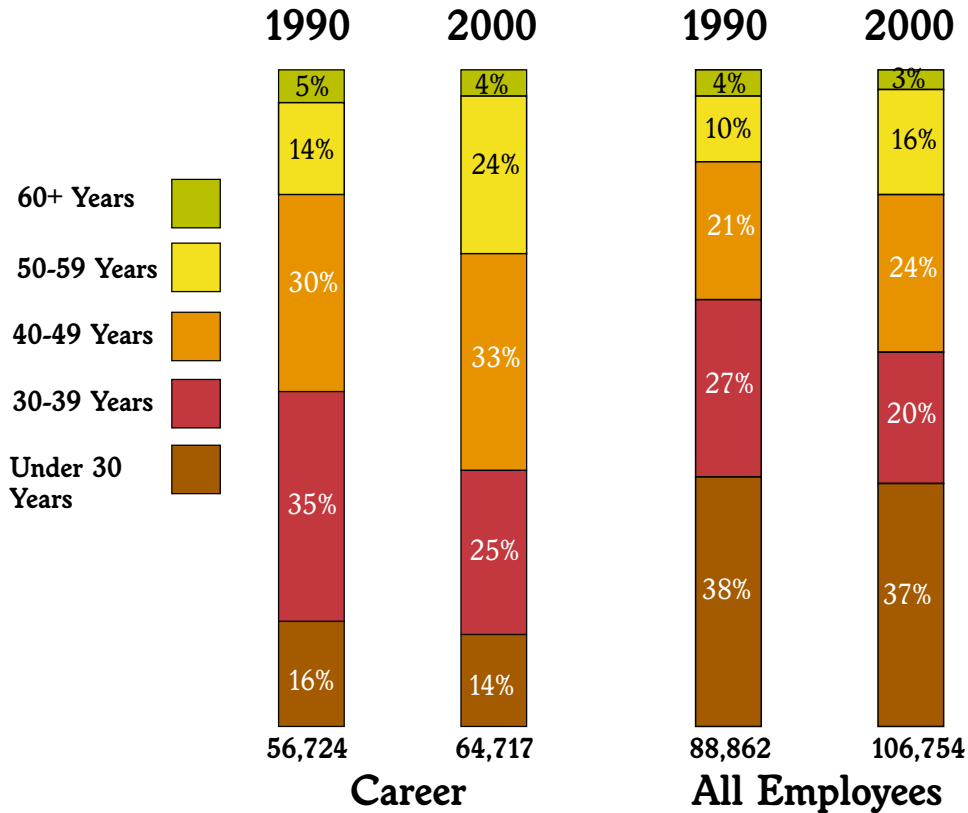
Includes all nonrepresented and represented career staff;
excludes DOE Laboratory personnel
(Headcount)



This chart excludes employees who have not identified their ethnicity.

Age Distribution of Staff Employees

Includes all nonrepresented and represented staff;
 excludes DOE Laboratory personnel

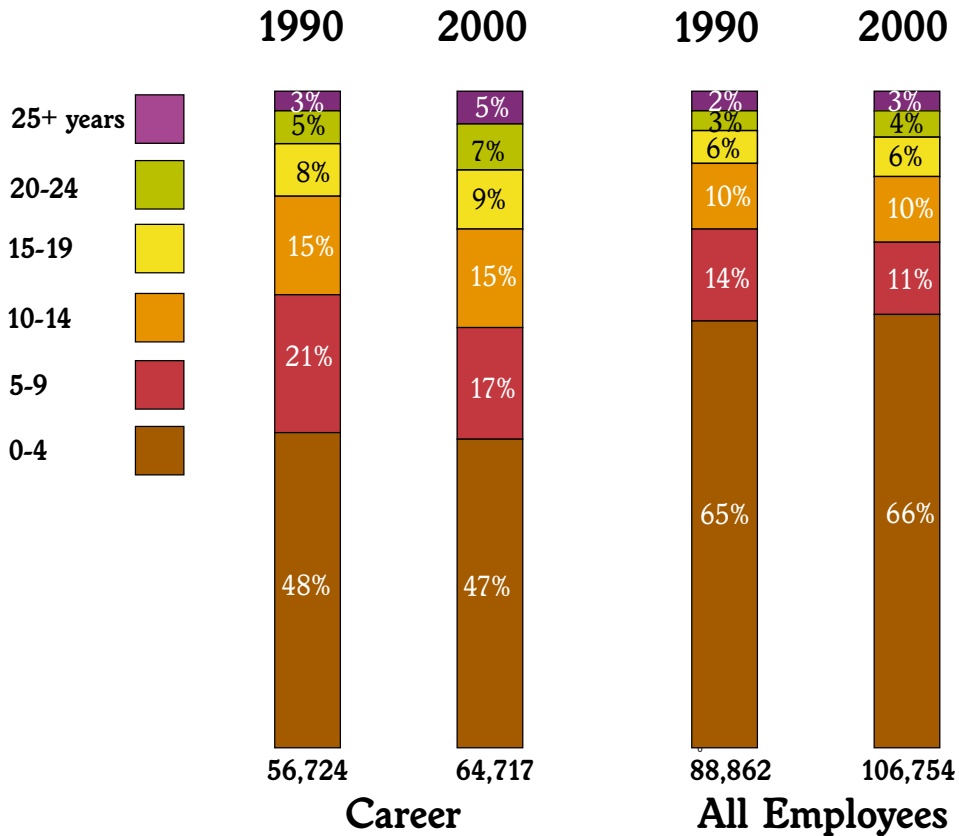


1990 Average Age Career Employees = 40
 2000 Average Age Career Employees = 42

1990 Average Age All Employees = 35
 2000 Average Age All Employees = 36

Length of Service of Staff Employees

Includes all nonrepresented and represented staff;
excludes DOE Laboratory personnel



Years of Service Since Most Recent Date of Hire*

1990 Average Service Career Employees = 7 years
2000 Average Service Career Employees = 8 years

1990 Average Service All Employees = 4 years
2000 Average Service All Employees = 5 years

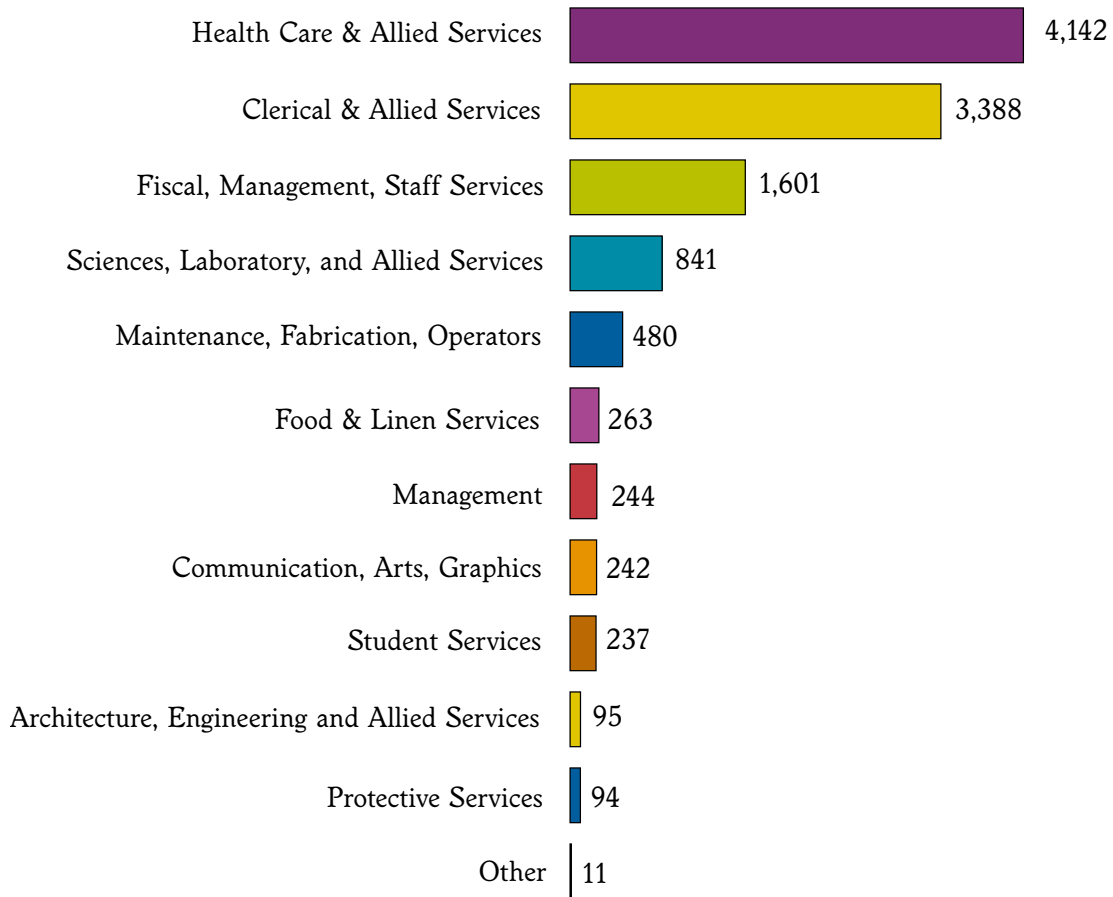
*Length of service reflects years since most recent date of hire (not equivalent to UCRP service credit).



New Hires by Occupational Group

Includes all nonrepresented and represented career staff;
excludes DOE Laboratory personnel
(Headcount)

Career Appointments only



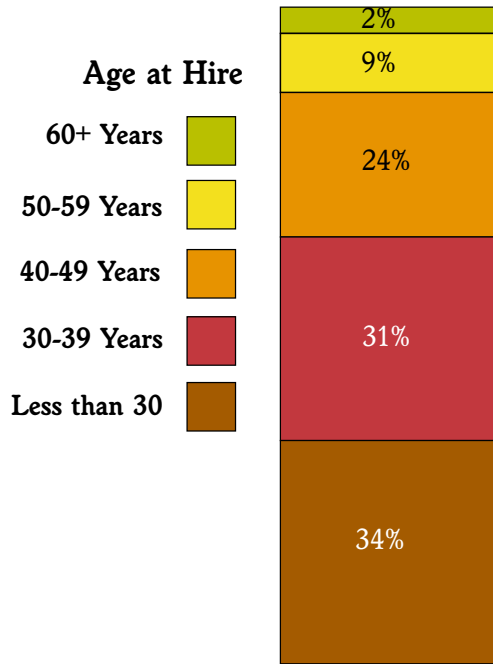
Total number of career employees hired in 1999 - 2000 = 11,638

Fiscal Year 1999-2000

Note: Data on new hires was not collected in 1990; therefore, there is no 10-year comparison.

Age at Hire — Career Staff Employees

Includes all nonrepresented and represented career staff;
excludes DOE Laboratory personnel
(Headcount)



Total career new hires = 11,638

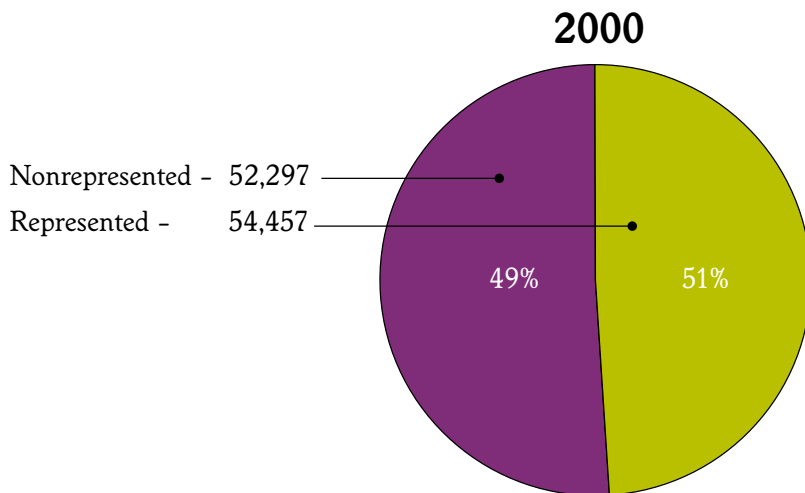
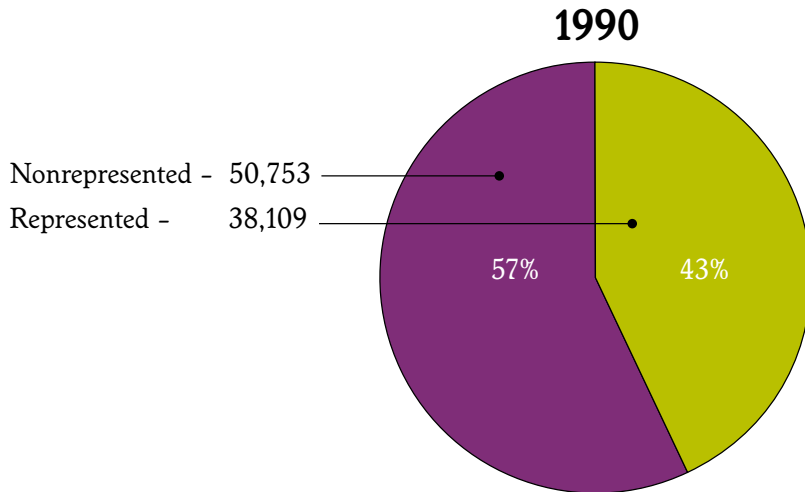
Fiscal Year 1999-2000

Note: Data on new hires was not collected in 1990; therefore, there is no 10-year comparison.

Source of Data: SP11 – New Hire Report

Staff Employees – Union Representation

Excludes DOE Laboratory personnel
 (Headcount – all appointment types)



Represented

Change in population distribution over 10-year period = 19% increase

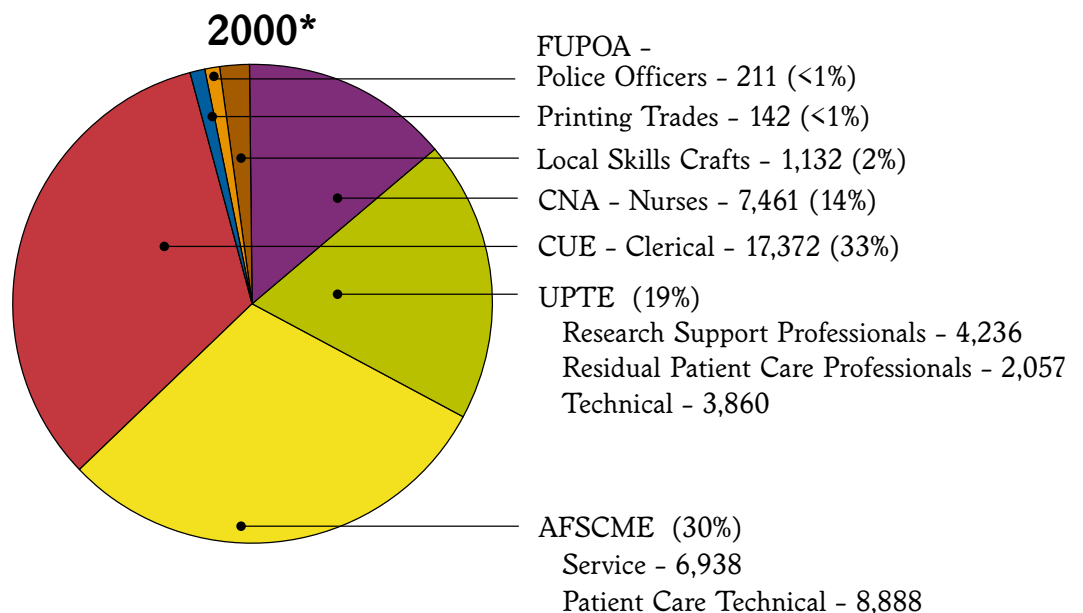
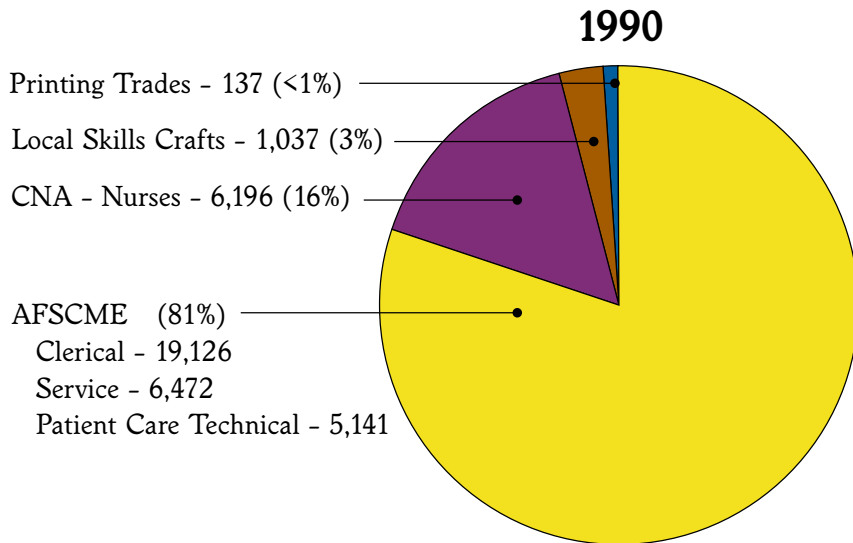
Nonrepresented

Change in population distribution over 10-year period = 14% decrease

Data includes total staff workforce in all personnel programs, including casual/restricted employees.

Staff Employees – Collective Bargaining Units

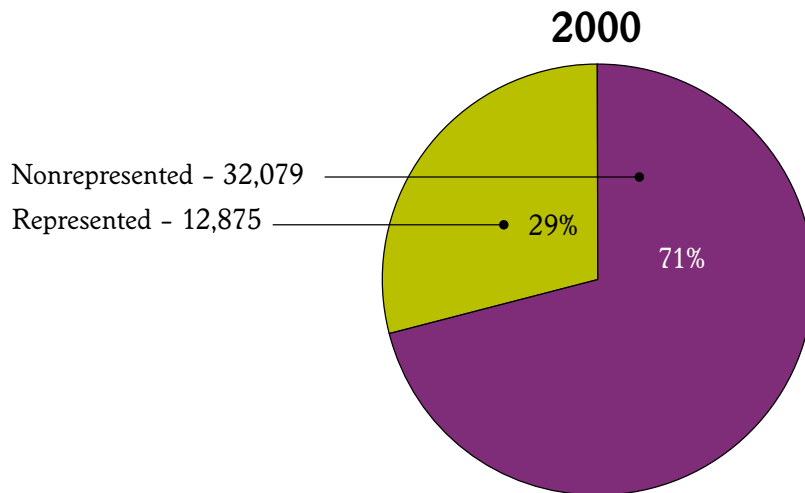
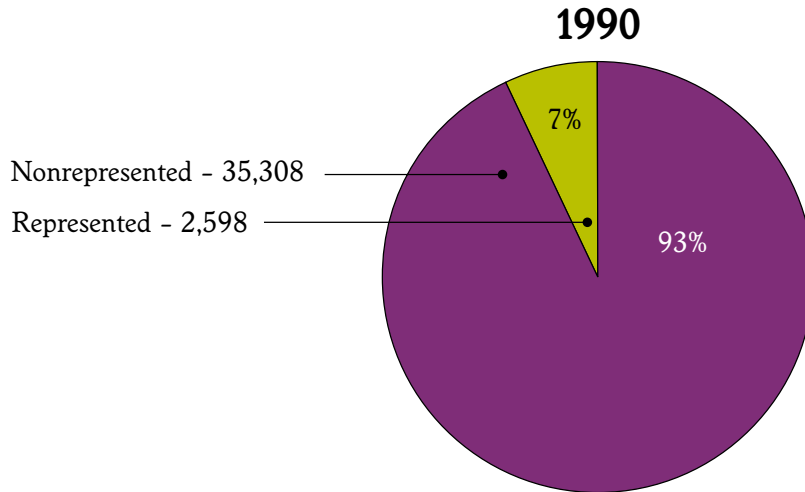
Excludes DOE Laboratory personnel
(Headcount – all appointment types)



* In addition, 907 employees at LBNL are covered by collective bargaining agreements, and 129 employees at LLNL are in a local Public Safety Officers Association.

Academic Employees – Union Representation

(Headcount – all appointment types)



Represented*
 Change in population distribution over 10-year period = 314% increase

Nonrepresented
 Change in population distribution over 10-year period = 24% decrease

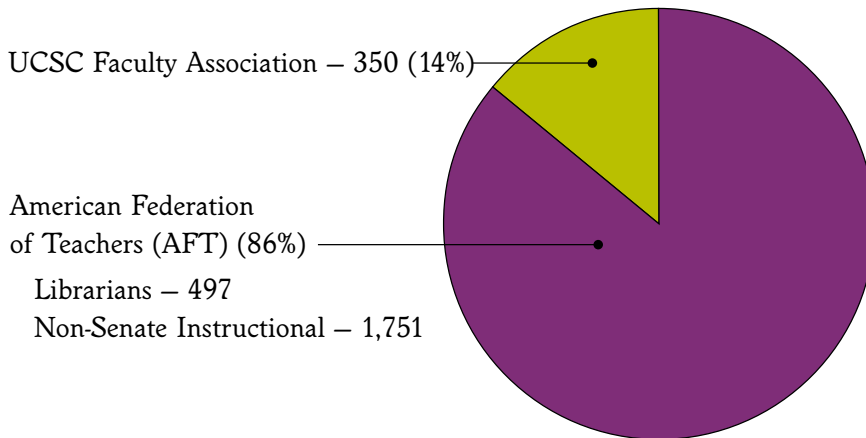
*Academic Student Employee UAW union gained representation rights in 1999.

Academic Employees – Collective Bargaining Units

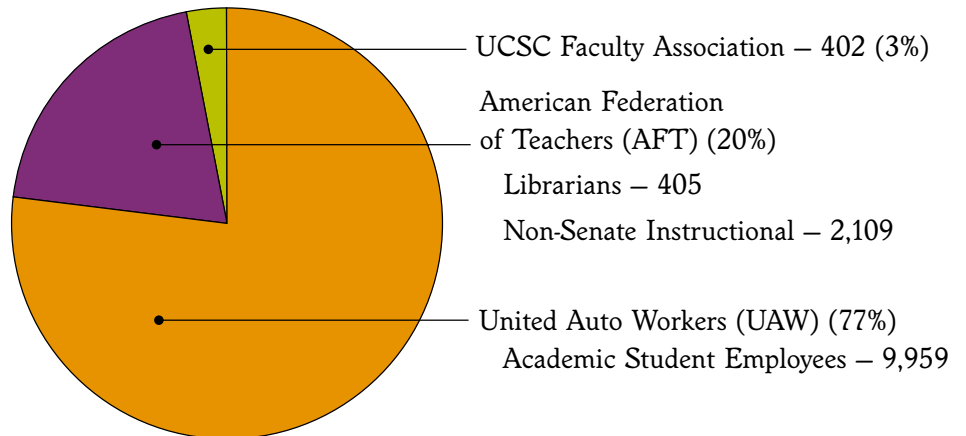
(Headcount – all appointment types)



1990



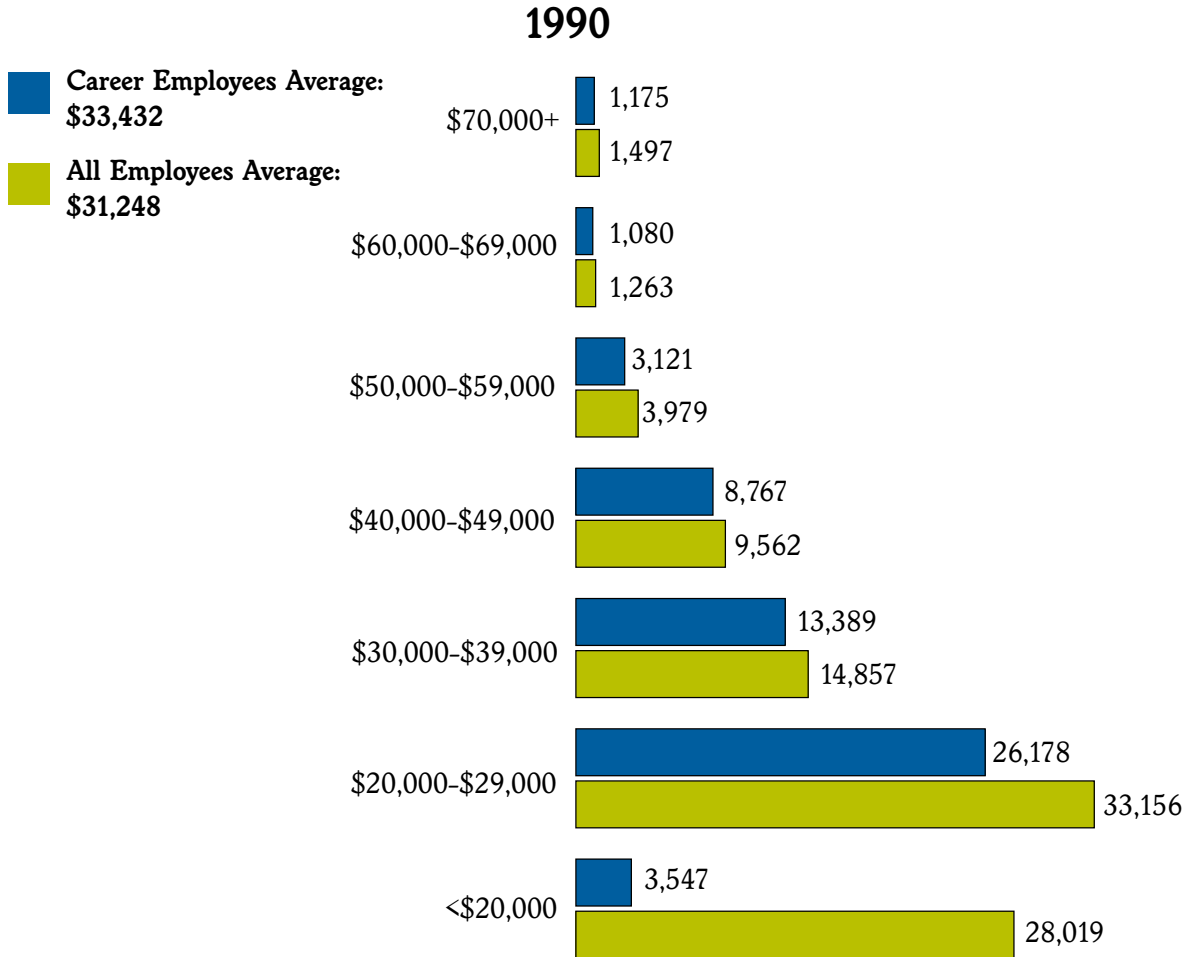
2000



Academic Student Employee UAW union gained representation rights in 1999.

Weighted Average Annual Salaries

Includes all nonrepresented and represented staff;
 excludes DOE Laboratory personnel
 (Headcount)

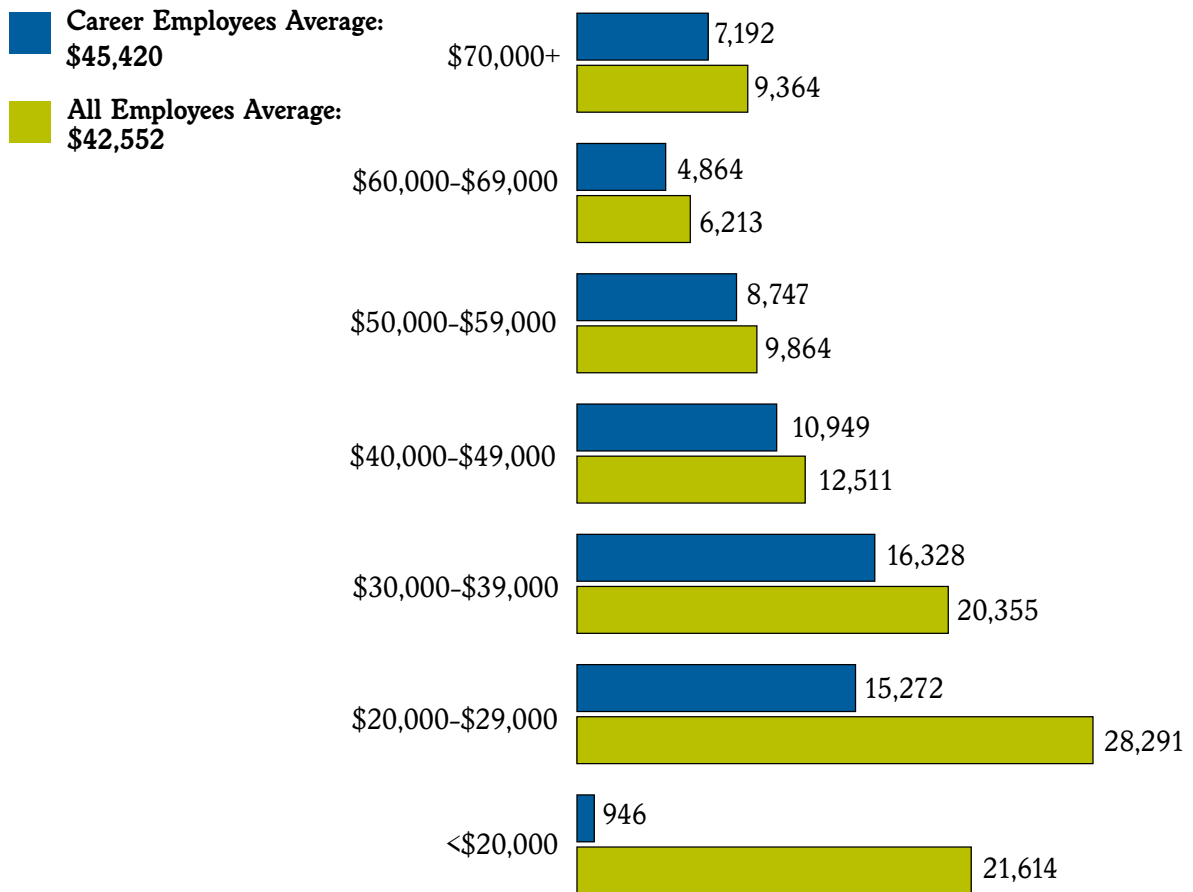


Weighted Average Annual Salaries

Includes all nonrepresented and represented staff;
excludes DOE Laboratory personnel
(Headcount)

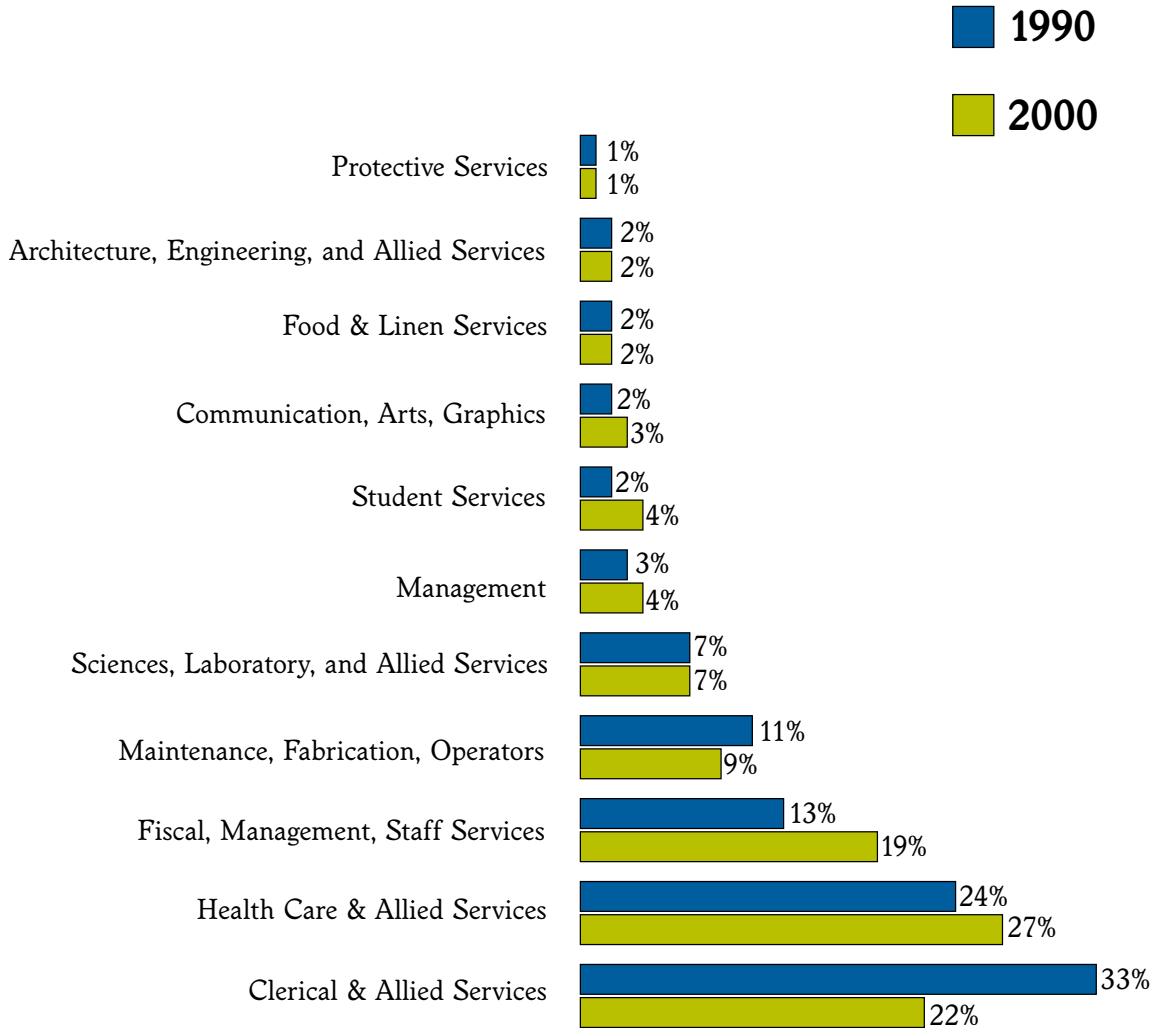


2000



Staff Career Workforce by Occupational Group

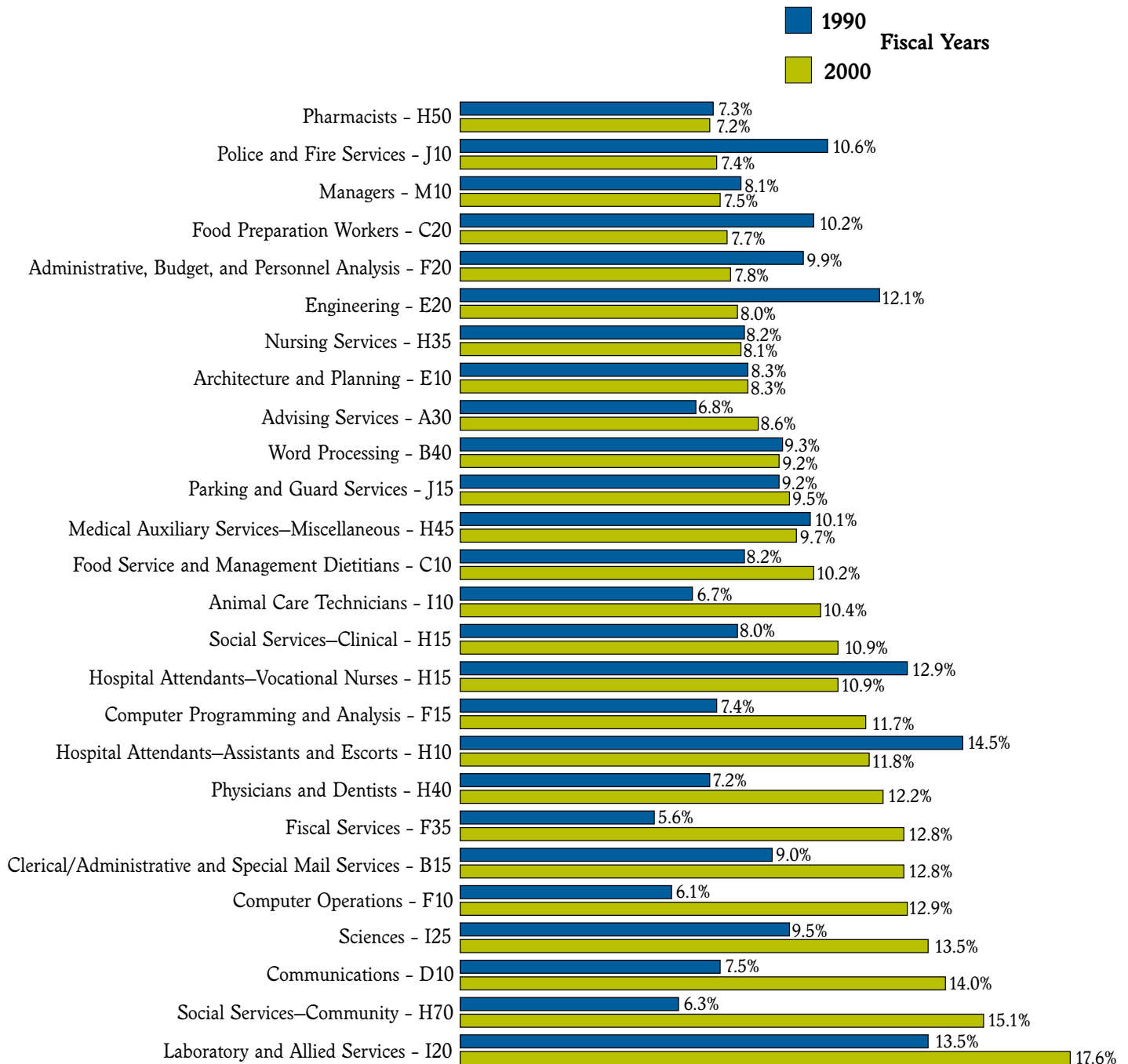
Includes all nonrepresented and represented career staff;
 excludes DOE Laboratory personnel
 (Refer to Appendix for Occupational Groups)



In the case of multiple appointments, employees are reported in their primary appointment only. Employees with invalid title codes are excluded.

Turnover of Staff Career Employees

Includes all nonrepresented and represented career staff;
excludes DOE Laboratory personnel



1990 Career Staff Turnover = 8.3%

2000 Career Staff Turnover = 10.2%

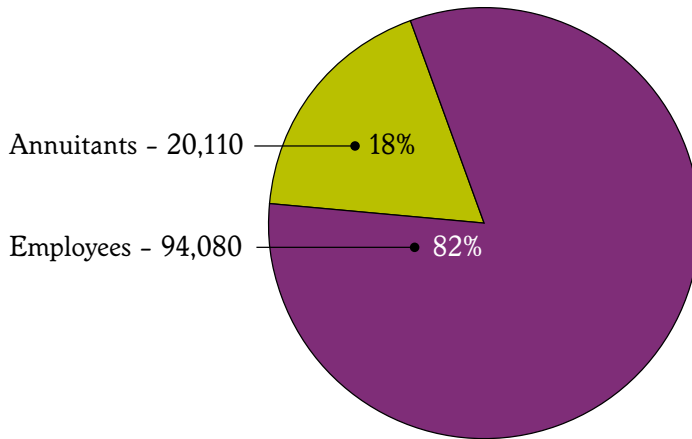
* Data does not include Office of the President personnel because of July 2000 Payroll transition activity. See glossary for definition details on turnover reporting.

Medical Plan Coverage

Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel (Headcount)

1990

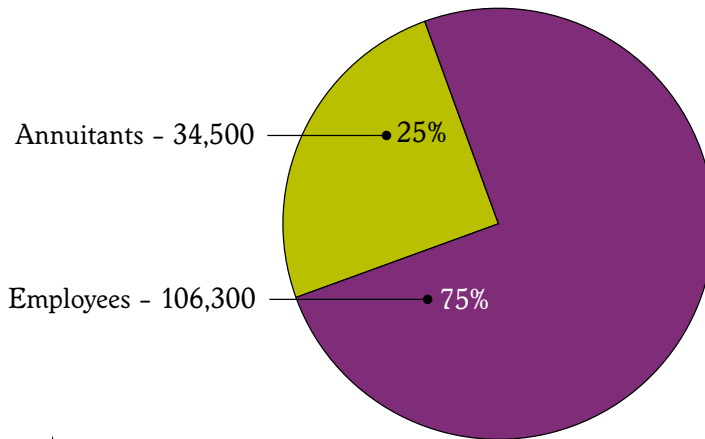
114,190 enrollment



2000

140,800 enrollment

Change in annuitant enrollment over 10-year period = 72% increase



Change in employee enrollment over 10-year period = 13% increase

Change in total enrollment over 10-year period = 23% increase

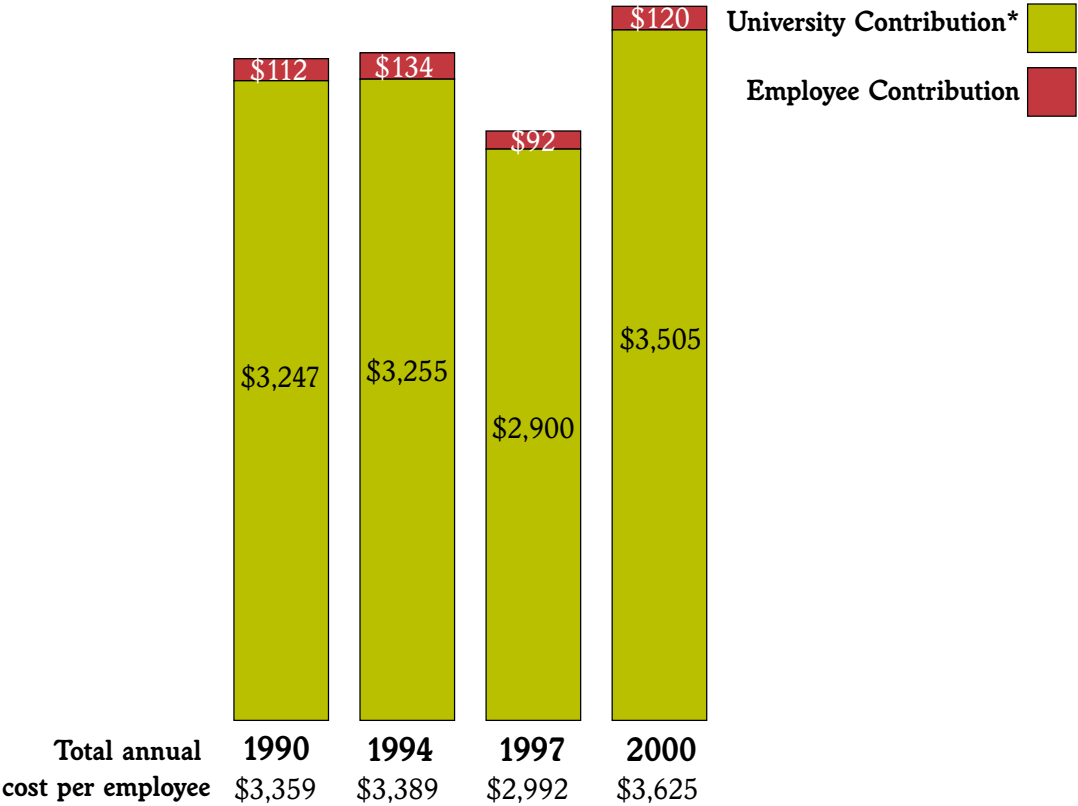
Primary subscribers (employees and annuitants) only—does not include family members

Medical Plan Coverage Per Capita Costs

Includes all nonrepresented and represented staff and academics



Primary subscribers only

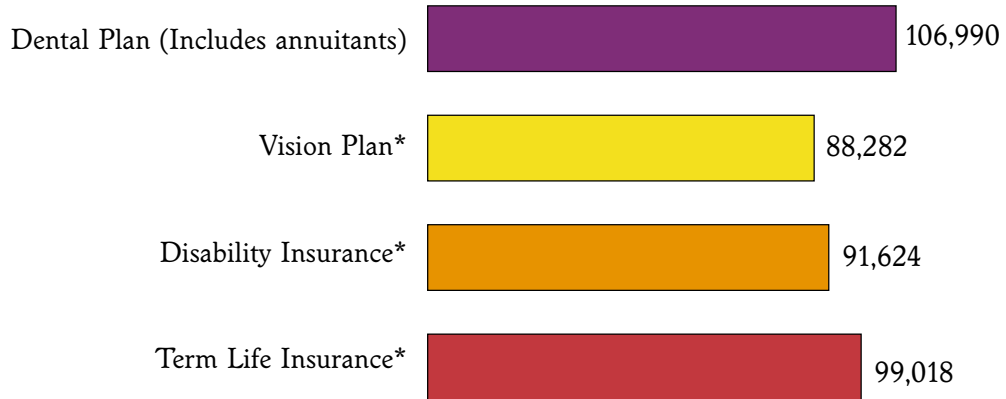


* The University contribution includes all fund sources. Excludes DOE Laboratory personnel and annuitants.

Other University-Paid Health Plan Enrollments

Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel and annuitants (Headcount)

1990



Data does not include employee dependents

2000



* UC-paid vision, disability, and term life insurance is not continued into retirement.

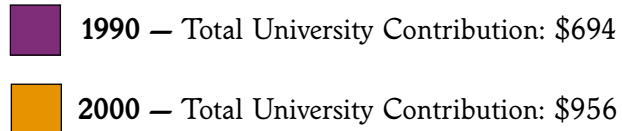
Average Premium Amounts UC Contributes for Employee Health & Welfare Benefits



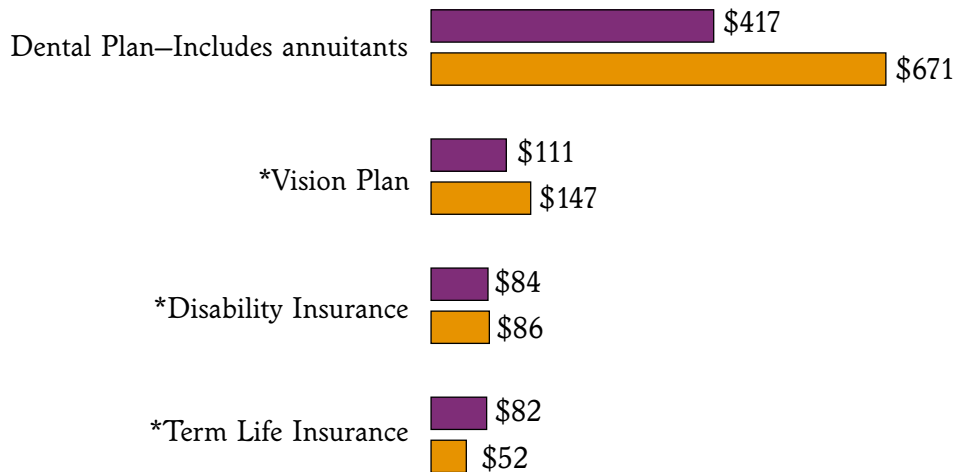
(excluding medical benefits)

Includes all nonrepresented and represented staff, academics, and DOE Laboratory personnel

Average Annual Premiums



(Cost to employee/annuitant Contribution is \$0)



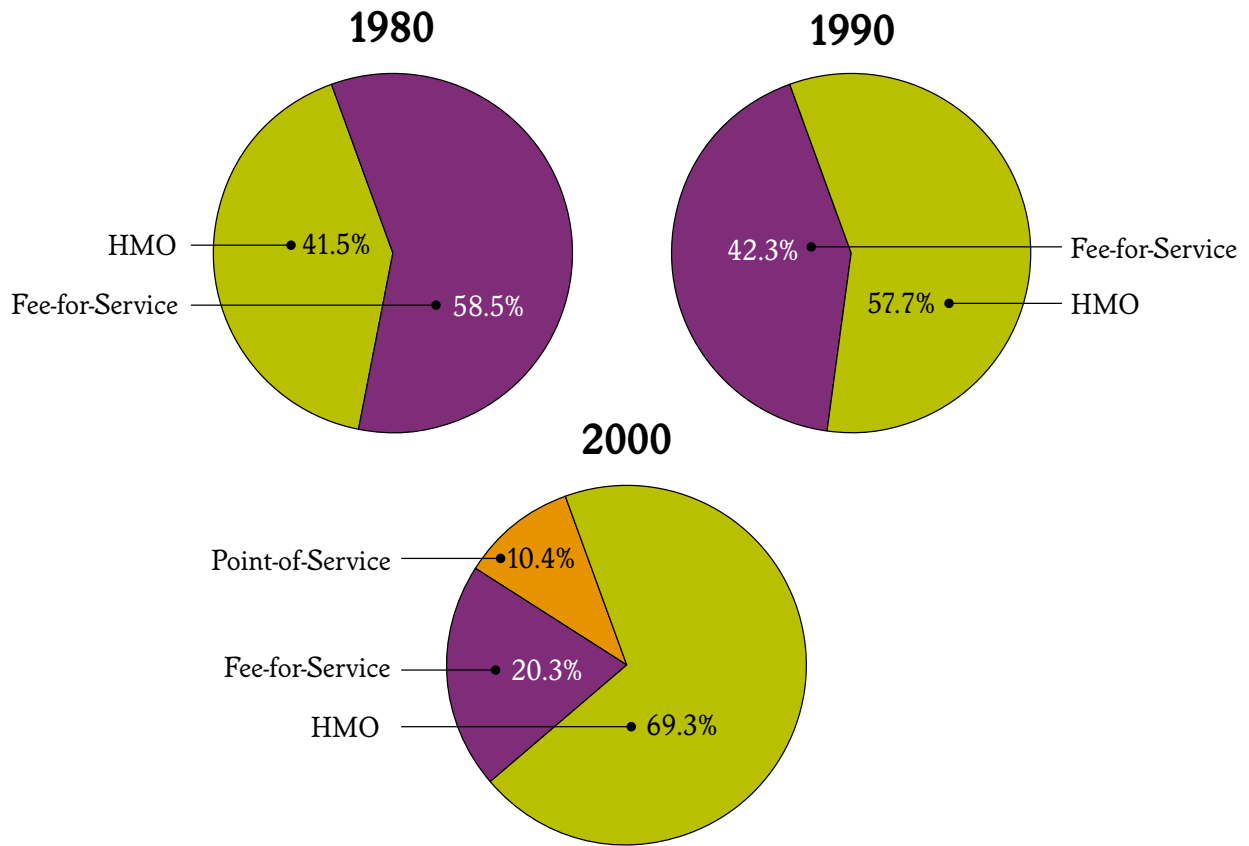
Change in average University-paid premium contributions per employee over the 10-year period = 38% increase

* UC-paid vision, disability, and term life insurance is not continued into retirement.

Health Plan Enrollment by Type

Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants

Includes primary subscribers (employees and annuitants) only

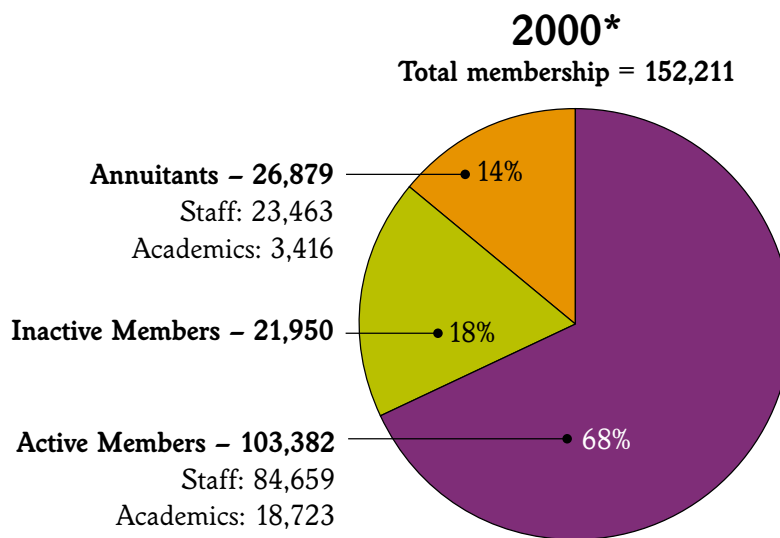
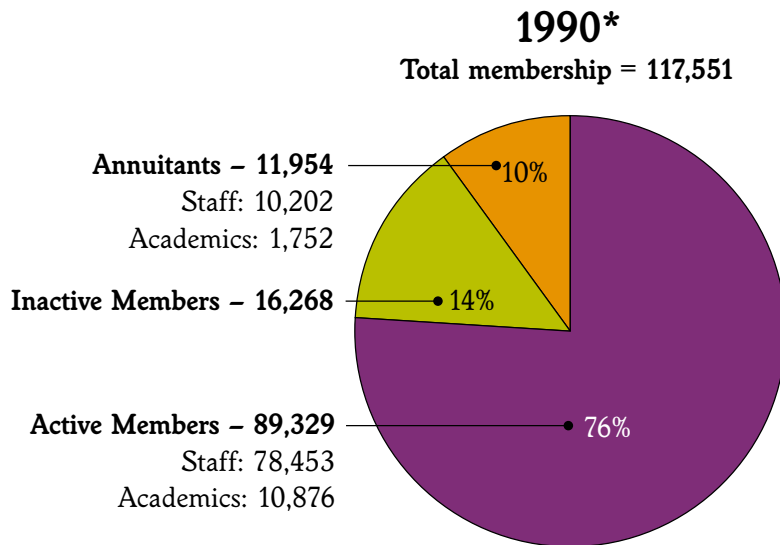


Plans Available During 2000

- Fee-for-Service (FFS) Plans: High Option, Core Medical
- Health Maintenance Organizations (HMO): Kaiser Permanente, Health Net, PacifiCare of California, WHA, BluePremier HMO Plan New Mexico
- Point-of-Service (POS) Plans: UC Care, BluePremier POS (LANL only)

University of California Retirement Plan (UCRP) Membership

Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants (Headcount)



Change in membership over 10-year period = 29% increase

* Fiscal Years

An inactive UCRP member is a person who meets UCRP qualifications and who leaves UCRP accumulations on deposit upon a break in UC service.

UCRP Annuitant Membership

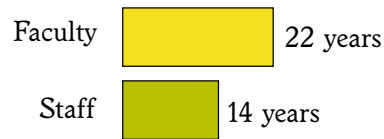
Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants

1990

Average Age of Retirement



Average Years of Service at Retirement

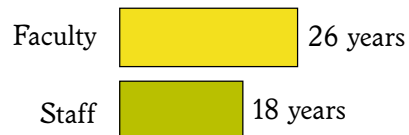


2000

Average Age of Retirement



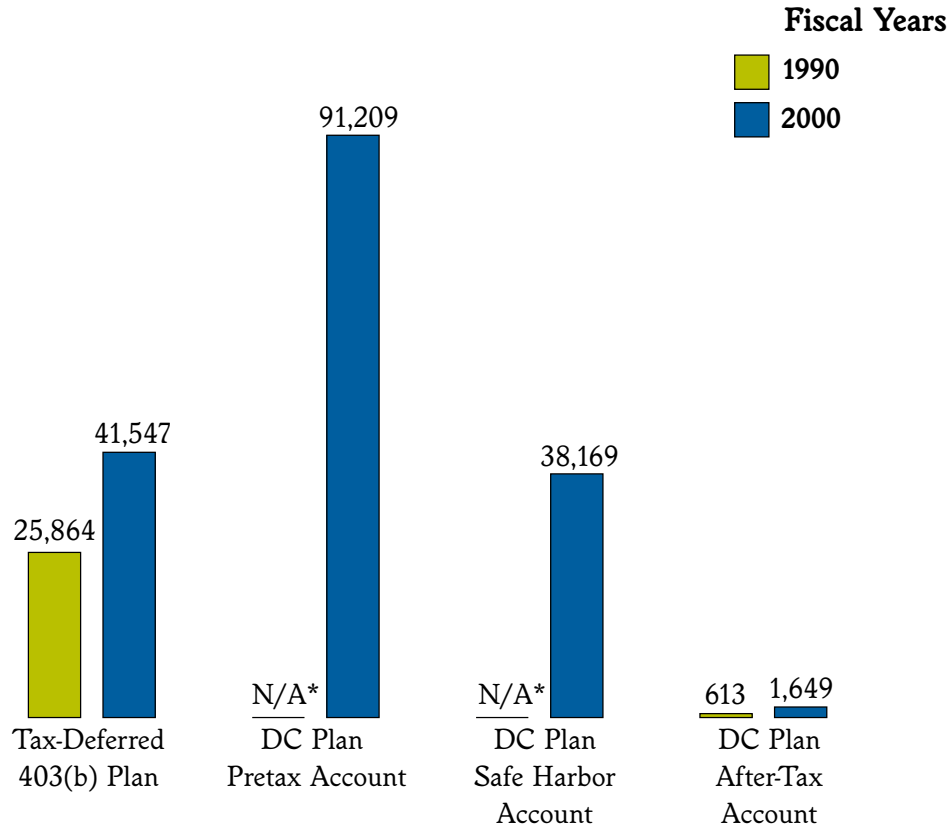
Average Years of Service at Retirement



Participation in UC Tax-Deferred 403(b) Plan and Defined Contribution Plan (DC Plan)



Includes all nonrepresented and represented staff, academics, DOE Laboratory personnel, and annuitants (Headcount—active participants)

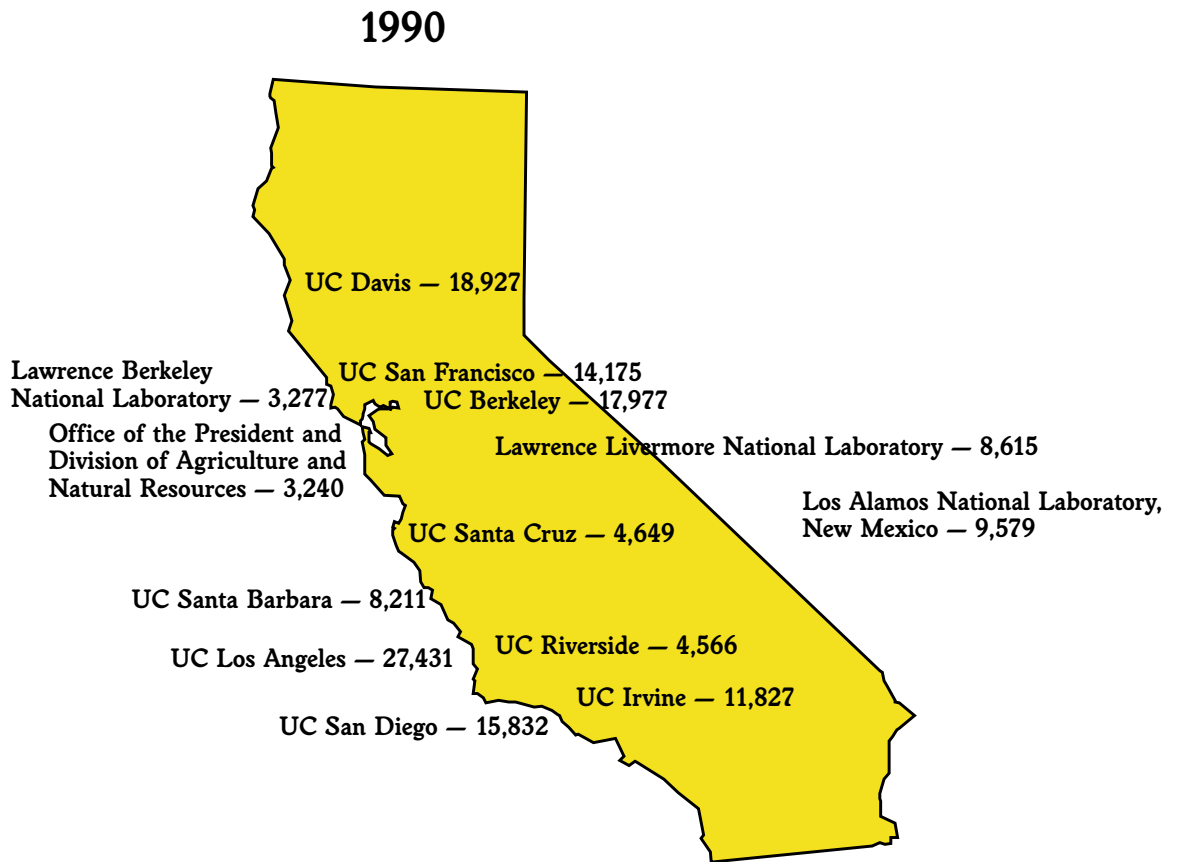


* In 1990, the Defined Contribution Plan expanded to accept mandatory pretax contributions from UCRP members and in 1991, the Defined Contribution Plan expanded to accept Safe Harbor contributions from UC employees not otherwise covered by a mandatory retirement plan.

1990
2000

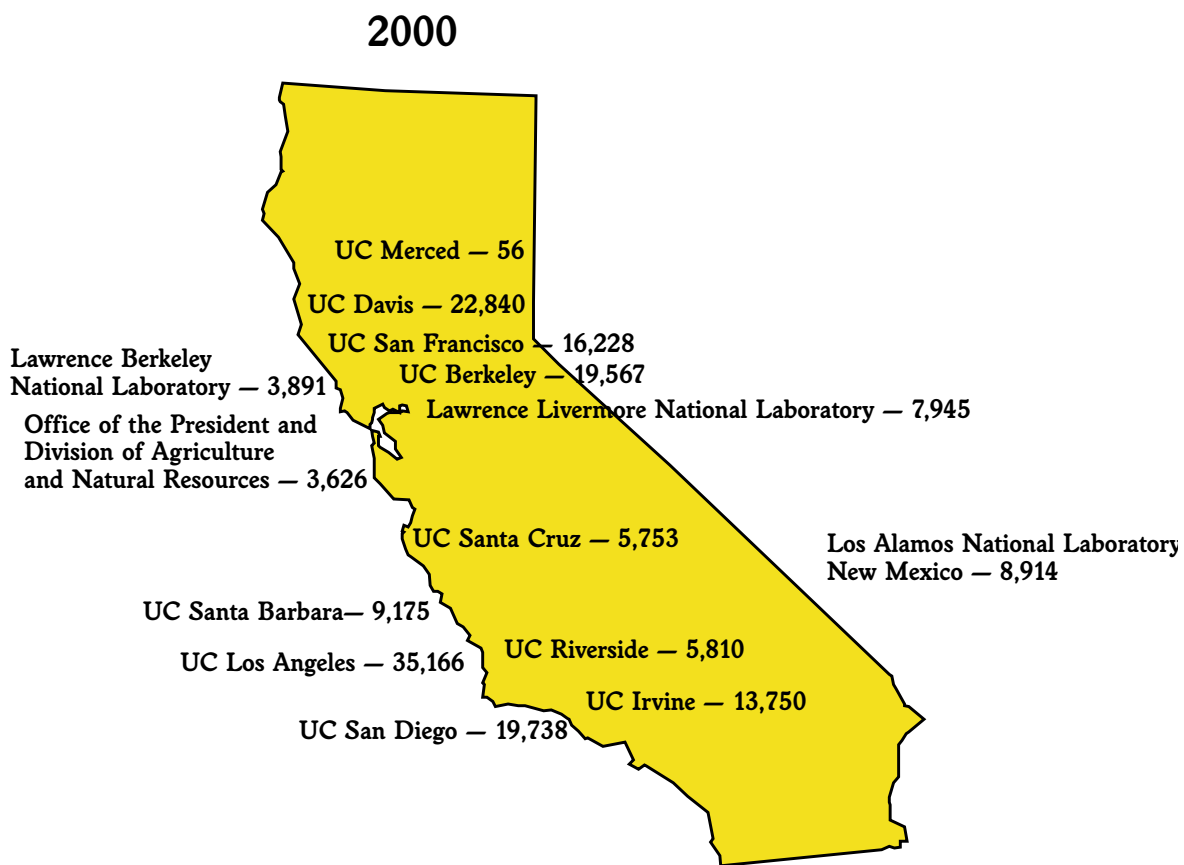
Workforce by Location

Includes all nonrepresented and represented staff,
academics, and DOE Laboratory personnel
(Headcount – all appointment types)



Workforce by Location

Includes all nonrepresented and represented staff,
academics, and DOE Laboratory personnel
(Headcount – all appointment types)





Appendix

Outline of Occupational Groups and Representative Titles



- | | | | |
|----------|---|----------|---|
| A | Student Services
Recreation Program Instructor
Resident Advisor
Counselor
Student Affairs Officer | E | Architecture, Engineering
Architect
Drafting Technician
Engineering Aide
Environmental Health and Safety Specialist |
| B | Clerical and Allied Services
Assistant Series
Library Assistant
Senior Clerk/Secretary
Key Entry Operator
Storekeeper
Senior Word Processing Specialist
Senior Mail Processor | F | Fiscal, Management, Staff Services
Computer Operator
Programmer/Analyst
Computer Resource Specialist
Management Services Officer
Senior Budget Analyst
Accountant
Senior Administrative Analyst |
| C | Food and Linen Services
Food Service Manager
Cook
Dietitian
Food Service Worker
Linen Service Worker | G | Maintenance, Fabrication, Operators
Groundskeeper
Physical Plant Mechanic
Carpenter
Electrician
Building Maintenance Worker
Auto Equipment Operator
Reprographics Technician |
| D | Communication, Arts, Graphics
Editor
Program Representative
Senior Illustrator
Writer | | |



Appendix

Outline of Occupational Groups and Representative Titles

H Health Care and Allied Services

Senior Vocational Nurse
Clinical Laboratory Technician
Clinical Nurse
Senior Admitting Worker
Senior Hospital Assistant
Staff Pharmacist

I Sciences, Laboratory, Allied Services

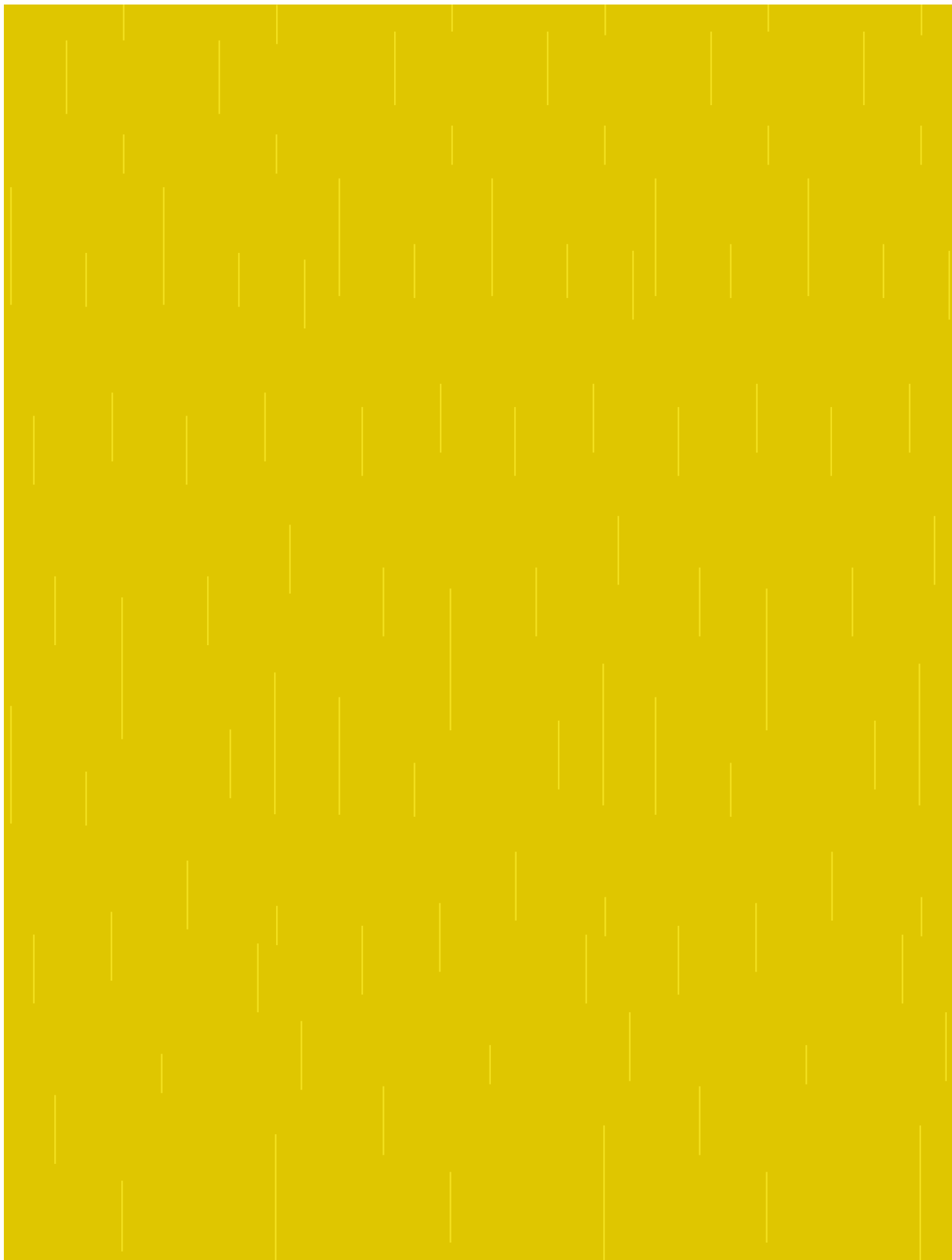
Animal Technician
Assistant Veterinarian, Lab Medicine
Laboratory Assistant I
Staff Research Associate II

J Protective Services

Police Officer
Senior Parking Representative
Fire Specialist
Security Guard

M Management

Assistant Vice Chancellor
Director
Chief of Police





Glossary of Terms

Academic Employee. Academic administrators, regular teaching faculty, lecturers and other teaching faculty, student assistants, researchers, librarians, Cooperative Extension researchers, University Extension faculty, interns and residents, and other academic personnel are included.

Appointment Type

Career. A position of fixed or variable percentage of time at 50% time or more which continues for one year or longer.

Casual. A position with any established percentage of time, fixed or variable, for less than one year, or a position established at a fixed or variable percentage of time at less than 50% time regardless of the duration.

Casual-Restricted. A position reserved for a regularly enrolled UC student.

Contract. A position established for a fixed or variable percentage of time for a definite period. This appointment type is used because of special salary requirements or unique occupational terms and conditions of employment, or because an employment contract is customarily used to define the employment relationship in such occupations.

Per Diem. A position which is used for temporary and emergency periods to maintain staffing levels in critical areas of UC operations.

Bargaining Unit. A group of employees recognized or certified to be represented by a union for the purpose of collective bargaining.

Class Title Outline (Occupational Groups). UC's staff titles are categorized into eleven major occupational groupings. Representative titles for each occupational grouping appear in the Workforce Profile Appendix.

DOE Laboratory Employee. A UC employee who works at one of the three Department of Energy-sponsored Laboratory sites—Lawrence Berkeley National Laboratory, Lawrence Livermore National Laboratory or Los Alamos National Laboratory.

Fee-for-Service. A traditional health benefits plan that pays benefits directly to physicians, hospitals, or other health care providers or that reimburses the patient for covered medical services. An annual deductible must be met before the plan starts paying benefits.

Fiscal Year. July 1 through June 30.

Full-time Equivalent (FTE). FTE reflects the amount of service, either full-time or part-time, for an employee during a month.

Fund Source. UC receives funding from a number of different sources. The funds have been grouped into four major sources: General Funds, Self-Supporting Enterprises, including Teaching Hospital Funds and other Auxiliary Enterprises Sales and Services; Contracts, Grants, Endowments; and Tuition and Fees.

Headcount. The number of individual appointees in a title regardless of the percentage of time served in that title. The reports in the *Workforce Profile* are based on unduplicated headcount data, meaning an employee is counted only once regardless of the number of positions held. The position in which the employee works the greatest percentage of time is the one counted. For example, an employee holding a career position of 80% and a casual position of 20% is counted under one career appointment category.

Health Maintenance Organization (HMO). Medical services are prepaid, there is no annual deductible, and a set premium covers all services. Copayments are required for some procedures and services.

Ladder Ranks and Equivalent. The ladder rank faculty includes those appointed to the Professorial series (Professor, Associate Professor, Assistant Professor, and Instructor). The equivalent ranks are those title series which are granted the same rights and privileges as the Professorial series in relation to certain policies and procedures. The equivalent ranks are the Astronomer, Agronomist, Clinical Professor of Dentistry, and Supervisor of Physical Education series.

Length of Service. The period of time elapsed since the most recent date of hire. Therefore, if an employee has a break in service, only the period after the break will be reported in this Profile. The length of service data in this report is not the same as service credit calculated for retirement purposes.

Medical Center Employees For purposes of this report, medical center employees are identified by their organizational unit.

Nonrepresented Employees (*also referred to as nonexclusively represented employees*). Employees for whom no exclusive representative has been elected.

Point-of-Service Plan (POS). A type of managed care plan that allows members to choose, at the point where care begins, to receive services from a participating or non-participating network provider, usually with a financial disincentive for going outside the network.

Preferred Provider Organization (PPO). A managed care plan that contracts with employers, insurance companies or other third party administrators to provide comprehensive medical services. Providers exchange discounted services for increased volume and prompt payment. Participants' out-of-pocket costs are usually lower than under a fee-for-service plan.

Primary Title. For employees with more than one title code, the primary title is the title credited with the most time worked for the month. Where time worked is equal, but personnel programs differ (in the case of an academic appointment and a staff appointment), or where the staff categories differ, the title in the highest-ordered category is chosen as the primary title: 1. Staff Member–Senior Management; 2. Academic (excluding student appointments); 3. Staff Member–Management and Senior Professional; 4. Staff Member–Professional and Support Staff or student appointments.

Represented Employees (*also referred to as exclusively represented employees*). Employees for whom a union has been elected to represent them on issues pertinent to terms and conditions of employment.

Staff Personnel Program. The University consolidated the former four-tiered staff personnel programs into one program on July 1, 1996. Within the program, staff members are categorized into three major groups: Senior Management, Management and Senior Professionals, and Professional and Support Staff. For purposes of this profile, the term "Professional and Support Staff" includes employees subject to the personnel policies for staff members as well as those covered by collective bargaining agreements, unless otherwise noted.

Staff. For purposes of this report, non-academic employees (including management) at all locations are included (except DOE Laboratories).

Student Employee. A regularly enrolled UC student (undergraduate or graduate student) in staff positions fill casual-restricted positions reserved specifically for student employees. Employees in these positions only are considered student employees.

Turnover Rate. The number of employees (voluntarily or involuntarily) separated from UC divided by the number of employees who have been employed during any part of a fiscal year. Employees subject to layoff are excluded.

Union Representation. Employees have union representation if they are exclusively represented by a certified bargaining agent. Specifically excluded from representation are managers, students, confidential employees, and employees who work out of state.

University of California Retirement Plan (UCRP). A defined benefit plan established and maintained under Section 401(a) of the Internal Revenue Code. Benefits are determined not by contributions to the Plan, but by defined formulas that vary according to the type of benefits.

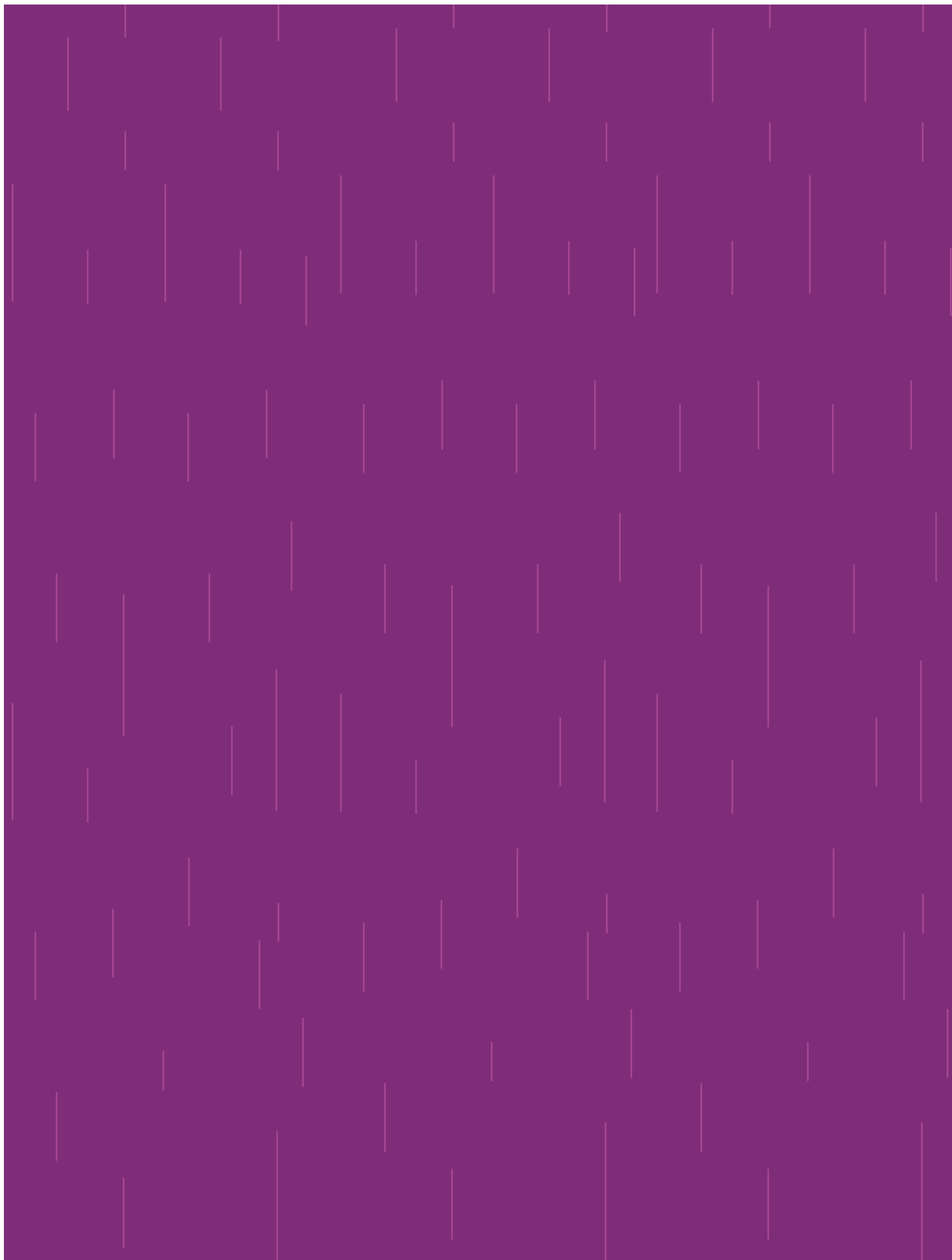
University of California Tax-Deferred 403(b) Plan. A defined contribution plan described under Section 403(b) of the Internal Revenue Code. Future benefits from the Plan are based on participants' voluntary contributions plus earnings, and vesting is immediate.

University of California Defined Contribution Plan (DC Plan). A defined contribution plan under Section 401(a) of the Internal Revenue Code. Future benefits from the Plan are based on participants' contributions plus earnings, and vesting is immediate.

UCRP Inactive Member. UCRP Member who has terminated employment with UC.

UCRP Annuitant. Individual who is receiving monthly UCRP retirement, disability, or survivor income.

Weighted Average Annual Salaries. This is calculated by dividing regular gross pay by the full-time equivalent (FTE).



Notes

University of California

Nondiscrimination and Affirmative Action Policy Statement

By authority of The Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by The Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, annuitants, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums and employer contributions at any time. Health and welfare benefits are subject to legislative appropriation and are not accrued or vested benefit entitlements. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: The continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Director Mattie Williams and for faculty to Executive Director Sheila O'Rourke, both at this address: University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.



University of California
Human Resources and Benefits
300 Lakeside Drive, 5th floor
Oakland, CA 94612-3557
Website: www.ucop.edu/humres
www.ucop.edu/bencom

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