

2007

VACATION AND SICK LEAVE



Questions and answers

Information about employees' vacation and sick leave

When I transfer to the new contractor, what happens to my accumulated vacation and sick leave?

Per NNSA's Final Request for Proposal, "transferring employees (those in the substantially equivalent compensation package) shall carry over the length of service credit and vacation and sick leave balances accrued under the predecessor contract as of the date of transfer to the new contractor."

The RFP further states, "In addition, Inactive Vested Transferring Employees (those in the market-based compensation package) shall carry over vacation and sick leave balances accrued under the predecessor contract..."

When employees terminate employment from the University of California on Sept. 30, 2007, they may choose to cash out vacation pay instead of transferring the balance to the new contractor.

When I transfer to the new contractor, will my accrual rate for vacation and sick leave be the same?

Until the successor contractor is named and its proposed benefits plan is approved, this question cannot be answered definitively. However, the RFP does state that the contractor's plan for transferring employees must include "substantially equivalent pension and other benefits..."

The RFP further states that inactive vested transferring employees "shall carry over length of service credit for calculation of retiree medical benefits, for calculation of the rates of accrual of vacation and sick leave..."

When I terminate with UC and transfer to the new contractor, can I sell back or cash out my vacation?

Yes, you will have the option to cash out your vacation when you terminate employment with UC. It is anticipated, for employees that elect vacation cash-outs rather than transferring accumulated vacation leave to the new contractor, that employees will receive such payouts in their final UC check. It should be noted, however, that vacation pay is subject to mandatory tax withholding at the supplemental tax rate (federal rate: 25 percent; California rate: 6 percent).



When I terminate from UC, can I get payment for my sick leave?

No. However, the LLNL RFP allows transferring employees who elect inactive vested status in UCRP to choose to transfer their sick leave to the new contractor or leave it with UCRP for possible conversion to UCRP service credit. If an employee leaves sick leave with UCRP but does not retire within 120 days, the sick leave is lost.

Will my sick leave balance be applied toward service credit for retirement under the new contract?

Until the successor contractor is named and its proposed benefits plan is approved, this question cannot be answered. This question will be referred to the new contractor.

If I transfer as an inactive vested employee with my current vacation and sick leave balances, when I eventually retire from UCRP, will the new contractor reset my vacation and sick leave balances to zero?

No, your retirement from UCRP does not affect vacation and sick leave balances previously transferred to the new contractor.