



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Fact sheet on UA employment as a temporary/casual employee

Effective February 7, 2016, the following definitions and employment parameters have been established for all University employees in temporary status. Time in temporary service will be calculated as if starting February 7, 2016 to determine any required service breaks.

Adjuncts: Not affected by changes. May be offered health care after six-month lookback based on number of hours worked. No break in service required.

Casual: Employee working no more than 14 hours per week, or temporary part or full time for less than 750 hours per year calculated from hire date. No benefits. No break in service required if under 750 hour limit.

Seasonal: Full time temporary work for 6 months or less during certain seasons/periods of the year and which, from its nature, may not be continuous or carried on through the year (landscaping for example). No benefits. Six-month break between assignments required.

Student: Not affected by changes. May be offered health care after six-month lookback based on number of hours worked. No break in service required.

Temporary: Hired to work 15-29 hours per week (or ‘undetermined’ regular hours). No benefits. Requires 120-day continuous break after 18 months in temporary service. May become extended temporary based on six-month lookback at actual hours worked.

Extended Temporary: Hired to work 30+ hours per week. (Does not include employees defined as seasonal or casual.) Health care eligible. Earns sick leave only. Requires 120-day continuous break after 18 months in temporary service.

Retirees: Some special considerations apply. Please see “Rehire of Retiree Fact Sheet”