Example 1: Lecturer with a one-year appointment (all 3 quarters and paid 9/12) in Year 1; but was reduced to 25% appointment in Year 2

Column1	Aug-yr1	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
ours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	100%	100%	100%	100%	75%	75%	75%	75%	25%	25%	25%	25%
of hour for												
penefits per month	184	176	168	176	132	132	126	132	42	46	42	44
cummulative #	40.	200	F00	70.	000	000	400.	4222	4200	40	42=5	4.00
nours for benefits	184	360	528	704	836	968	1094	1226	1268	1314	1356	1400
Column1	Aug-yr2	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
nours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%
of hour for benefits per month	46	44	42	44	44	44	42	44	42	46	42	44
cummulative #	1262	1130	1004	872	784	696	612	530				
iours for Benefits	1202	1130	1004	072		elow 750, no		330				
Example 2:		200/ /-	:-! 0 (4.3)									
Lecturer with ann				N	D	le::	Feb.	Ne	A	NA	luce -	police.
Column1	Aug-yr1	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
nours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	36%	36%	36%	36%	36%	36%	36%	36%	36%	36%	36%	36%
of hour for penefits per month	66.24	63.36	60.48	63.36	63.36	63.36	60.48	63.36	60.48	66.24	60.48	63.36
cummulative # nours for benefits	66.24	129.6	190.08	253.44	316.8	380.16	440.64	504	564.48	630.72	691.2	754.56
.cura for penelits	JD.24	123.0	190.08	433.44	310.8	d1.uoc	<del>44</del> 0.04	504	J04.48	030.72	031.2	734.50
Column1	Aug ::-2	Sc-+	0-+	New	D	le-	Ech	No	A	Mari	lunn	j. de
Column1	Aug-yr2	Sept	Oct	Nov	Dec	Jan 176	Feb	Mar	Apr	May	June	July
nours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	36%	36%	36%	36%	36%	36%	36%	36%	36%	36%	36%	36%
enefits per month cummulative #	66.24	63.36	60.48	63.36	63.36	63.36	60.48	63.36	60.48	66.24	60.48	63.36
nours for benefits	754.56	754.56	754.56	754.56	754.56	754.56	754.56	754.56	754.56	754.56	754.56	754.56
Example 3: Lecturer with qual						754.56 Jan	754.56 Feb	754.56 Mar	754.56 Apr	754.56 May	754.56 June	754.56 July
nours for benefits  Example 3:  Lecturer with qua	rterly appoint	ment at 75%	် in Fall and	Winter only	/ (paid 9/9)							
nours for benefits  Example 3:  Lecturer with qua  Column1	rterly appoint Aug-yr 1	ment at 75% Sept	် in Fall and Oct	Winter only	/ (paid 9/9) Dec	Jan	Feb	Mar	Apr	May	June	July
Example 3: Lecturer with qual Column1 nours at 100% Appt %	rterly appoint Aug-yr 1 184 0%	ment at 75% Sept 176 0%	6 in Fall and Oct 168	Winter only Nov 176 75%	/ (paid 9/9) Dec 176 75%	Jan 176 75%	Feb 168 75%	Mar 176 75%	Apr 168 75%	May 184 0%	June 168 0%	July 176 0%
Example 3: Lecturer with qual Column1 Lours at 100%	rterly appoint Aug-yr 1 184	ment at 75% Sept 176	် in Fall and Oct	Winter only Nov 176	y (paid 9/9) Dec 176	Jan 176	Feb 168	Mar 176	<b>Apr</b> 168	May 184	June 168	July 176
Example 3: Lecturer with qual Column1 Lours at 100% Lappt % Let of hour for benefits per month	rterly appoint Aug-yr 1 184 0%	ment at 75% Sept 176 0%	6 in Fall and Oct 168	Winter only Nov 176 75%	/ (paid 9/9) Dec 176 75%	Jan 176 75%	Feb 168 75%	Mar 176 75%	Apr 168 75%	May 184 0%	June 168 0%	July 176 0%
Example 3: Lecturer with qual Column 1 rours at 100% Appt % # of hour for benefits per month cours for benefits	rterly appoint Aug-yr 1 184 0% 0	ment at 75% Sept 176 0% 0	6 in Fall and Oct 168 0	Winter only  Nov 176 75%	y (paid 9/9)  Dec 176 75%	Jan 176 75% 132	Feb 168 75%	Mar 176 75% 132	Apr 168 75% 126	May 184 0% 0	June 168 0% 0	July 176 0% 0
Example 3: Lecturer with qual Column 1 nours at 100% Appt % of hour for peenefits per month cumulative # nours for benefits	rterly appoint Aug-yr 1 184 0% 0 0 no pay, not eligretirement	ment at 75% Sept 176 0% 0 0	6 in Fall and Oct 168 0 0 0	Winter only Nov 176 75% 132	y (paid 9/9)  Dec  176  75%  132  264	Jan 176 75% 132 396	Feb 168 75% 126 522	Mar 176 75% 132 654	Apr 168 75% 126 780	May 184 0% 0 780 no pay, not or retirement	June 168 0% 0 780 eligible for H8	July 176 0% 0 780
Example 3: Lecturer with qual Column 1 rours at 100% Appt % # of hour for benefits per month cours for benefits	rterly appoint Aug-yr 1 184 0% 0 0 no pay, not eligretirement Aug-yr2	ment at 75% Sept 176 0% 0 0 0 Sept 176 Sept 0 Sept	6 in Fall and Oct 168 0 0 Oct	Winter only Nov 176 75% 132 132	y (paid 9/9)  Dec  176  75%  132  264	Jan 176 75% 132 396	Feb 168 75% 126 522 Feb	Mar 176 75% 132 654	Apr 168 75% 126 780	May 184 0% 0 780 no pay, not v	June 168 0% 0 780 eligible for H8	July 176 0% 0 780 W or
Example 3: Lecturer with qualifold to the control of the control o	rterly appoint Aug-yr 1 184 0% 0 0 no pay, not eligretirement Aug-yr 2 184	ment at 75% Sept 176 0% 0 0 0 sept 176 Sept 176 Sept 176	6 in Fall and Oct 168 0 0 0 Oct 168	Winter only Nov 176 75% 132 132 Nov 176	y (paid 9/9)  Dec  176  75%  132  264  Dec  176	Jan 176 75% 132 396	Feb 168 75% 126 522 Feb 168	Mar 176 75% 132 654 Mar 176	Apr 168 75% 126 780	May 184 0% 0 780 no pay, not retirement May	June 168 0% 0 780 eligible for H8 June 168	July 176 0% 0 780 xW or July 176
Example 3: Lecturer with qual Column1 Tours at 100% Appt % For hour for benefits per month cummulative # Hours for benefits  Column1 Tours at 100% Appt % For hour for benefits	rterly appoint Aug-yr 1 184 0% 0 0 no pay, not eligiretirement Aug-yr 2 184 0%	ment at 75% Sept 176 0% 0 0 Sept 176 0 0 0 Sept 176 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	6 in Fall and Oct 168 0 0 0 Oct 168 0%	Winter only Nov 176 75% 132 132 Nov 176 75%	r (paid 9/9) Dec 176 75% 132 264  Dec 176 75%	Jan 176 75% 132 396 Jan 176 75%	Feb 168 75% 126 522 Feb 168 75%	Mar 176 75% 132 654 Mar 176 75%	Apr 168 75% 126 780 Apr 168 75%	May 184 0% 0 780 no pay, not retirement May 184 0%	June 168 0% 0 780 168 168 168 0% 168 0%	July 176 0% 0 780 EW or July 176 0%
Example 3: Lecturer with qual Column1 Lours at 100% Lours	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligiretirement  Aug-yr2 184 0% 0	ment at 75% Sept 176 0% 0 0 bible for H&W of 176 0%  Sept 176 0% 0	6 in Fall and Oct 168 0 0 0 Or Oct 168 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Winter only Nov 176 75% 132 132  Nov 176 75% 132	Dec 176 75% 132 264 Dec 176 75% 132 264 136 75% 132 264 136 75% 132 136 75% 132 132 132 132 132 132 132 132 132 132	Jan 176 75% 132 396 Jan 176 75% 132	Feb 168 75% 126 522 Feb 168 75% 126	Mar 176 75% 132 654 Mar 176 75%	Apr 168 75% 126 780 Apr 168 75%	May 184 0% 0 780 no pay, not retirement May	June 168 0% 0 780 eligible for H8 June 168	July 176 0% 0 780 xW or July 176
Example 3: Lecturer with qual Column1 Tours at 100% Appt % For hour for benefits be nours for benefits  Locolumn1 Lo	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligretirement  Aug-yr 2 184 0% 0 780	ment at 75% Sept 176 0% 0 0 sible for H&W of 176 0% Sept 176 0% 0 780	6 in Fall and Oct 168 0 0 0 Or Oct 168 0 0 780	Winter only Nov 176 75% 132 132 Nov 176 75%	r (paid 9/9) Dec 176 75% 132 264  Dec 176 75%	Jan 176 75% 132 396 Jan 176 75%	Feb 168 75% 126 522 Feb 168 75%	Mar 176 75% 132 654 Mar 176 75%	Apr 168 75% 126 780 Apr 168 75%	May 184 0% 0 780 no pay, not or retirement May 184 0% 0	June 168 0% 0 780 eligible for H8 June 168 0% 0	July 176 0% 0 780 W or July 176 0% 0
Example 3: Lecturer with qual Column1 Tourns at 100% Appt % For hour for benefits per month cummulative # Tourns at 100% Appt % For hour for benefits  Column1 Tourns at 100% Appt % For hour for benefits per month cummulative # Tourns at 100% Appt % For hour for benefits per month cummulative # Tourns for benefits	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligiretirement  Aug-yr2 184 0% 0	ment at 75% Sept 176 0% 0 0 sible for H&W of 176 0% Sept 176 0% 0 780	6 in Fall and Oct 168 0 0 0 Or Oct 168 0 0 780	Winter only Nov 176 75% 132 132  Nov 176 75% 132	Dec 176 75% 132 264 Dec 176 75% 132 264 136 75% 132 264 136 75% 132 136 75% 132 132 132 132 132 132 132 132 132 132	Jan 176 75% 132 396 Jan 176 75% 132	Feb 168 75% 126 522 Feb 168 75% 126	Mar 176 75% 132 654 Mar 176 75%	Apr 168 75% 126 780 Apr 168 75%	May 184 0% 0 780 no pay, not or retirement May 184 0% 0	June 168 0% 0 780 168 168 168 0% 168 0%	July 176 0% 0 780 W or July 176 0% 0
Example 3: Lecturer with qualifold of the country o	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligretirement Aug-yr2 184 0% 0 780 no pay, not elig	ment at 75% Sept 176 0% 0 0 sible for H&W of 176 0% Sept 176 0% 0 780	6 in Fall and Oct 168 0 0 0 Or Oct 168 0 0 780	Winter only Nov 176 75% 132 132  Nov 176 75% 132	Dec 176 75% 132 264 Dec 176 75% 132 264 136 75% 132 264 136 75% 132 136 75% 132 132 132 132 132 132 132 132 132 132	Jan 176 75% 132 396 Jan 176 75% 132	Feb 168 75% 126 522 Feb 168 75% 126	Mar 176 75% 132 654 Mar 176 75%	Apr 168 75% 126 780 Apr 168 75%	May 184 0% 0 780 no pay, not 184 0% 0 184 0% 0 0 184 0% 0 184 0% 0 185 0	June 168 0% 0 780 eligible for H8 June 168 0% 0	July 176 0% 0 780 W or July 176 0% 0
Example 3: Lecturer with qualifold of the cours at 100% appt % Lours at	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligretirement Aug-yr2 184 0% 0 780 no pay, not eligretirement	ment at 75% Sept 176 0% 0 0 0 Sept 176 0% 0 0 0 176 0% 0 176 0% 0 780 0 ment at 67%	6 in Fall and Oct 168 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Winter only  Nov  176  75%  132  132  Nov  176  75%  132  780	p (paid 9/9) Dec 176 75% 132 264  Dec 176 75% 132 780	Jan 176 75% 132 396 Jan 176 75% 132 780	Feb 168 75% 126 522 Feb 168 75% 126 780	Mar 176 75% 132 654 Mar 176 75% 132	Apr 168 75% 126 780 Apr 168 75% 126 780	May 184 0% 0 780 no pay, not retirement May 184 0% 0	June 168 0% 0 780 eligible for H8 June 168 0% 0	July 176 0% 0 780 W Or July 176 0% 0
Example 3: Lecturer with qual column1 Tourns at 100% Appt % If hour for benefits per month cours at 100% Appt % If hour for benefits per month cours at 100% Appt % If of hour for benefits If the four for benefits per month cours for benefits If the four for benefits per month cours for benefits If the four for benefits per month cours for benefits per month course for benefits If the four for benefits per month course for benefits per month course for benefits If the four for benefits per month course for benefits per month course for benefits If the four for benefits per month course for benefits per	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligretirement Aug-yr 2 184 0% 0 780 no pay, not eligretirement	Ment at 75%	6 in Fall and Oct 168 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Winter only Nov 176 75% 132 132 132 Nov 176 75% 132 780	y (paid 9/9)  Dec  176  75%  132  264  Dec  176  75%  132  75%  132  780	Jan 176 75% 132 396 Jan 176 75% 132 780	Feb 168 75% 126 522 Feb 168 75% 126 780	Mar 176 75% 132 654 Mar 176 75% 132 780	Apr 168 75% 126 780 Apr 168 75% 126 780	May 184 0% 0 780 no pay, not retirement  May 184 0% 0 no pay, not retirement	June 168 0% 0 780 eligible for H8 June 168 0% 0	July 176 0% 0 780 2W or July 176 0% 0 July 176 0% 176 176 176 176 176 176 176 176 176 176
Example 3: Lecturer with qual Column1 Lours at 100% Appt % If of hour for benefits per month and the column1 Lours at 100% Appt % Lours at 100%	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligretirement  Aug-yr 2 184 0% 0 780 no pay, not eligretirement	Sept   176   0%   0   0   0   0   0   0   0   0	6 in Fall and Oct 168 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Winter only Nov 176 75% 132 132 132 Nov 176 75% 132 780 Nov 176 Nov 176	pec 176 75% 132 264 Dec 176 75% 132 780 why (paid 9/p Dec 176 75% 132 780 may 176 75% 132 780 may 176 75% 157	Jan 176 75% 132 396  Jan 176 75% 132 780	Feb 168 75% 126 522 Feb 168 75% 126 780 Feb 168	Mar 176 75% 132 654 Mar 176 75% 132 780	Apr 168 75% 126 780 Apr 168 75% 126 780	May 184 0% 0 780 no pay, not retirement  May 184 0% 0 May 184 May 184	June 168 0% 0 780 eligible for H8 June 168 0% 0 June 168 June 168	July 176 0% 0 780 W or 176 0% 0 July 176 176 176 176 176 176 176 176 176 176
Example 3: Lecturer with qual Column1 Lecturer with gual Column1 Lecturer with qual Column1 Lecturer w	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligretirement Aug-yr 2 184 0% 0 780 no pay, not eligretirement	Ment at 75%	6 in Fall and Oct 168 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Winter only Nov 176 75% 132 132 132 Nov 176 75% 132 780	y (paid 9/9)  Dec  176  75%  132  264  Dec  176  75%  132  75%  132  780	Jan 176 75% 132 396 Jan 176 75% 132 780	Feb 168 75% 126 522 Feb 168 75% 126 780	Mar 176 75% 132 654 Mar 176 75% 132 780	Apr 168 75% 126 780 Apr 168 75% 126 780	May 184 0% 0 780 no pay, not retirement May 184 0% 0 no pay, not retirement	June 168 0% 0 780 eligible for H8 June 168 0% 0	July 176 0% 0 780 2W or July 176 0% 0 July 176 0% 176 176 176 176 176 176 176 176 176 176
Example 3: Lecturer with qual column1 nours at 100% Appt % If the column is a column1 nours at 100% Appt % If the column is a	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligretirement  Aug-yr 2 184 0% 0 780 no pay, not eligretirement	Sept   176   0%   0   0   0   0   0   0   0   0	6 in Fall and Oct 168 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Winter only Nov 176 75% 132 132 132 Nov 176 75% 132 780 Nov 176 Nov 176	pec 176 75% 132 264 Dec 176 75% 132 780 why (paid 9/p Dec 176 75% 132 780 may 176 75% 132 780 may 176 75% 157	Jan 176 75% 132 396  Jan 176 75% 132 780	Feb 168 75% 126 522 Feb 168 75% 126 780 Feb 168	Mar 176 75% 132 654 Mar 176 75% 132 780	Apr 168 75% 126 780 Apr 168 75% 126 780	May 184 0% 0 780 no pay, not retirement  May 184 0% 0 May 184 May 184	June 168 0% 0 780 eligible for H8 June 168 0% 0 June 168 June 168	July 176 0% 0 780 W or 176 0% 0 July 176 176 176 176 176 176 176 176 176 176
Example 3: Lecturer with qual Column1 Lecturer with gual Column1 Lecturer with qual Column1 Lecturer w	rterly appoint Aug-yr 1 184 0% 0 0 no pay, not eligretirement  Aug-yr2 184 0% 0 780 no pay, not eligretirement  rterly appoint Aug-12 184 0%	ment at 75%     Sept	6 in Fall and Oct 168 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Winter only	(paid 9/9)   Dec   176   75%   132   264	Jan 176 75% 132 396  Jan 176 75% 132 396  Jan 176 75% 132 780	Feb 168 75% 126 522 Feb 168 75% 126 780 Feb 168 73% 122.64	Mar 176 75% 132 654 Mar 176 75% 132 780 Mar 176 73%	Apr 168 75% 126 780 Apr 168 75% 126 780 Apr 168 73%	May 184 0% 0 780 no pay, not retirement  May 184 0% 0  no pay, not retirement  May 184 73%	June 168 0% 0 780 eligible for H8 June 168 0% 0 June 168 73%	July 176 0% 0 780 W or July 176 0% 0 176 0% 176 176 176 176 176 178 178 178 178 178 178 178 178 178 178
Example 3: Lecturer with qualifold of the property of the prop	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligiretirement  Aug-yr2 184 0% 0 780 no pay, not eligiretirement  rterly appoint Aug-12 184 0% 0	ment at 75% Sept 176 0% 0 0 bible for H&W  Sept 176 0%  sept 176 0%  ment at 67% Sept 176 0% 0 0	6 in Fall and Oct 168 0 0 0 Or  Oct 168 0% 0 780 Or  Oct 168 0% 0 0 0 0 0 0 0 0	Winter only Nov 176 75% 132 132 132  Nov 176 75% 132 780  Nov 176 0% 0	Dec 176 75% 132 264 1780 1780 176 0% 0	Jan 176 75% 132 396 Jan 176 75% 132 780 Jan-12 176 0% 0	Feb 168 75% 126 522 Feb 168 75% 126 780 Feb 168 73%	Mar 176 75% 132 654 Mar 176 75% 132 780	Apr 168 75% 126 780 Apr 168 75% 126 780	May 184 0% 0 780 no pay, not retirement    May 184 0% 0 0 184 0% 0 184 184 73% 184 73% 184 73%	June 168 0% 0 780 eligible for H8 0% 0 June 168 0% 168 73% 122.64	July 176 0% 0 780 2W or 176 0% 0 July 176 73%
Example 3: Lecturer with qualifold of the property of the prop	rterly appoint Aug-yr 1 184 0% 0 0 0 no pay, not eligiretirement  Aug-yr2 184 0% 0 780 no pay, not eligiretirement  rterly appoint Aug-12 184 0% 0	ment at 75% Sept 176 0% 0 0 bible for H&W  Sept 176 0%  sept 176 0%  ment at 67% Sept 176 0% 0 0	6 in Fall and Oct 168 0 0 0 Or  Oct 168 0% 0 780 Or  Oct 168 0% 0 0 0 0 0 0 0 0	Winter only Nov 176 75% 132 132 132  Nov 176 75% 132 780  Nov 176 0% 0	Dec 176 75% 132 264 1780 1780 176 0% 0	Jan 176 75% 132 396 Jan 176 75% 132 780 Jan-12 176 0% 0	Feb 168 75% 126 522 Feb 168 75% 126 780 Feb 168 73% 122.64	Mar 176 75% 132 654 Mar 176 75% 132 780 Mar 176 73%	Apr 168 75% 126 780 Apr 168 75% 126 780 Apr 168 73%	May 184 0% 0 780 no pay, not retirement    May 184 0% 0 0 184 0% 0 184 184 73% 184 73% 184 73%	June 168 0% 0 780 eligible for H8 0% 0 June 168 0% 168 73% 122.64	July 176 0% 0 780 W or July 176 0% 0 176 0% 176 176 176 176 176 178 178 178 178 178 178 178 178 178 178

## hours for benefits Observations:

benefits per month cummulative #

Appt % # of hour for

0%

0

0%

0

759.2

0%

0

759.2

0%

0

759.2

- 1. Lecturers with quarterly appointments (not all 3 quarters) at less than 73% will never reach 750 hours in any given rolling 12 months period. (see examples 3 & 4)

0%

0

759.2

67%

112.56

749.12

67%

117.92

738.56

67%

112.56

728.48

67%

123.28

717.44

67%

112.56

67%

117.92

Lecturers with annual appointment (all 3 quarters/paid 9 over 12) that is less than 36% will never reach 750 hours in any given rolling 12 months period (see example 2).
 Lecturers with annual appointment (all 3 quarters/paid 9 over 12) at differing appointment %s in each quarter may become benefits/retirement eligible some time during a given 12 months rolling period, but if RIT takes place in Year 2, lecturer may drop below 750 hours and lose eligibility.

0%

0

759.2