

**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
hours 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 benefits per month	184	176	168	176	132	132	126	132	42	46	42	44
cummulative #												
hours 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
hours 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 #												
hours for benefits	1262	1130	1004	872	784	696	612	530				

drops below 750, no benefits

**Example 2:**

**Lecturer with annual appointment at 36% (paid 9/12)**

Column1	Aug-yr1	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
hours 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 benefits 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 #												
hours 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

Column1	Aug-yr2	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
hours 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 benefits 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 #												
hours 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 quarterly appointment at 75% in Fall and Winter only (paid 9/9)**

Column1	Aug-yr 1	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
hours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	0%	0%		75%	75%	75%	75%	75%	75%	0%	0%	0%
# of hour for benefits per month	0	0	0	132	132	132	126	132	126	0	0	0
cummulative #												
hours for benefits	0	0	0	132	264	396	522	654	780	780	780	780

no pay, not eligible for H&W or retirement

no pay, not eligible for H&W or retirement

Column1	Aug-yr2	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
hours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	0%	0%	0%	75%	75%	75%	75%	75%	75%	0%	0%	0%
# of hour for benefits per month	0	0	0	132	132	132	126	132	126	0	0	0
cummulative #												
hours for benefits	780	780	780	780	780	780	780	780	780			

no pay, not eligible for H&W or retirement

no pay, not eligible for H&W or retirement

**Example 4:**

**Lecturer with quarterly appointment at 67% in Winter and Spring only (paid 9/9)**

Column1	Aug-12	Sept	Oct	Nov	Dec	Jan-12	Feb	Mar	Apr	May	June	July
hours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	0%	0%	0%	0%	0%	0%	73%	73%	73%	73%	73%	73%
# of hour for benefits per month	0	0	0	0	0	0	122.64	128.48	122.64	134.32	122.64	128.48
cummulative #												
hours for benefits	0	0	0	0	0	0	122.64	251.12	373.76	508.08	630.72	759.2

Column1	Aug-yr2	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
hours at 100%	184	176	168	176	176	176	168	176	168	184	168	176
Appt %	0%	0%	0%	0%	0%	0%	67%	67%	67%	67%	67%	67%
# of hour for benefits per month	0	0	0	0	0	0	112.56	117.92	112.56	123.28	112.56	117.92
cummulative #												
hours for benefits	759.2	759.2	759.2	759.2	759.2	759.2	749.12	738.56	728.48	717.44	707.36	696.8

**Observations:**

- 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)
- 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.