

ARTICLE 35 - DEATH PAYMENTS

- A.** 1. Upon the death of an eligible employee of the University, a sum equal to the salary of the deceased for one (1) month shall be paid to the surviving spouse, or if there is no surviving spouse, to the deceased's eligible dependent(s), or if there is neither a surviving spouse nor eligible dependent(s), to the beneficiary designated in the deceased's University-paid life insurance policy. The University also provides a term life insurance policy for eligible employees in the amount of one times the employee's annual covered salary rate multiplied by the percent time of the employee's appointment. PERS members are covered for this amount minus the \$5,000.00 PERS death benefit. The maximum benefit for PERS members is \$45,000.00. The maximum benefit for all other eligible employees is \$50,000.00. Benefits are payable to the employee's named beneficiary.
2. In addition, the University of California Retirement System pays a \$7,500.00 death benefit plus one month's final salary to the employee's beneficiary if the employee was still employed at the time of death. Benefits are paid to the employee's named beneficiary.

B. Eligible Employee

1. For the purpose of the one (1) month salary death payment payable by the University, an eligible employee is one who has completed six (6) continuous months on pay status at fifty percent (50%) time or more without a break in service prior to death.
2. For the purpose of the University paid life insurance and the UCRS death benefits, an eligible employee is one who is a member of a retirement system at the University. The benefit(s) is payable if an employee dies while in active service on pay status or within the first four (4) months of an approved leave without pay or temporary layoff.

C. Eligible Dependent

For the purpose of the death payment, an eligible dependent(s) is defined as one receiving the majority of support from the deceased employee in accord with Internal Revenue Service regulations.

D. Employee Earnings

The department head shall initiate the necessary action in order that payment of any vacation, salary, overtime, or other monies due to the deceased employee can be made. Such payment is made in accordance with Accounting Manual Section P-196-25 (Employee Death Payment). Payment shall include the deceased employee's salary for the day of death, unless the employee was on leave without pay on the day of death.