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 in accordance with the UC Accounting Manual Section P-196-25, which is available on the following website: http://policy.ucop.edu/doc/3410260/AM-P196-25. 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, up to a maximum of $50,000. Life insurance benefits are payable to the employee’s named life insurance beneficiary.

2. In addition, the University of California Retirement Plan (“UCRP”) pays a $7,500 death benefit to eligible employees’ beneficiary if the employee was a UCRP member and still employed at the time of death. Benefits are paid to the employee’s named UCRP beneficiary.

B. Eligible Employee

1. For the purpose of the one (1) month salary death payment payable by the University outlined in Section A.1 above, 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 UCRP death benefits, an eligible employee is one who is a member of UCRP. 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 outlined in UC Accounting Manual Section P-196-25.

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 UC Accounting Manual Section P-196-25 (Payroll: Employee Death Payments). 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.