

ARTICLE 34. DEATH PAYMENTS

- A. Upon the death of an eligible employee, 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 of 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.

Also, the University of California Retirement Plan (UCRP) pays a basic death payment of \$7,500.00, or if active plan member prior to October 1, 1990 \$1,500.00 plus one month's final salary if greater than \$7,500.00 to the employee's beneficiary in addition to any monthly income payable to eligible survivors.

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.

1. For the purpose of the University-paid life insurance and for the UCRP death benefits, the employee must be an active, inactive, disabled, or retired member at time of death. An eligible employee is one who is a member of a retirement system at the University. The benefit is payable if an employee dies while in active service on pay status or within the first four 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 the one receiving the majority of support from the deceased employee in accord with Internal Revenue Service regulations in effect at the time of the employee's death.

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 shall be made in accordance with the applicable provisions of the University's Accounting Manual in effect at the time of the employee's death. 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.

