

FULL-TIME TO PART-TIME

As you transition from a full-time employee to part-time, there are some important things to note.

Frequently Asked Questions

- 1: You will not automatically lose your benefits.
- 2: You will stop accruing PTO immediately.

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Q: If I move to part-time (PT) will I lose benefit eligibility immediately?
 When you convert to a PT status you will not immediately lose benefit eligibility. You will remain eligible for health benefits until we find that you are averaging less than 30 hours/week over a 6 month period of time on one of our bi-annual ACA audits. You will no longer be eligible to accrue PTO; any accrued but unused PTO would remain yours to use until depleted.

A:

Q: When will I lose my benefits?
 If you are found to be working less than 30 hours per week you will be ineligible for benefits effective 3/1 or 9/1. If you are part-time employee found to be working 30 hours or more on average within the measurement period you remain or gain benefit eligibility, thus allowing you the ability to enroll in and maintain benefits coverage until the next audit period (6 months).

A:

Q: When will I stop accruing PTO?
 You will no longer be eligible to accrue PTO effective the first pay period following your PT status change. Any accrued but unused PTO would remain yours to use until depleted.

A:

Q: As a Part Time employee, what benefits will I remain eligible for?
 A: You will remain eligible the following benefits:

Benefits:	Eligibility:
DISHscriber and SLINGscriber	You must be an employee who has completed at least 30 days of service.
ESPP	You must be a regular employee who has been employed at DISH for at least 90 days and who is scheduled to work at least 20 or more hours per week.
401(k)	You must be an employee who is at least 19 years old and who has completed at least 90 days of service.
Profit Sharing	You must meet the eligibility requirements of the 401(k) plan, be an employee as of December 31 of the prior year, and your benefit will be based on your eligible earnings for hours worked.

