

The new LANL contract will probably be comprised of the following:  
**Primary** contractors and **Sub**-contractors.

**Primary** contractor: Will look like UC (for a while). Benefits will look the same as now (for a while). Retirement benefits will continue to accrue until you are **pushed** to a **Sub**-contractor.

**Sub**-contractor: Will **not** look like UC. Benefits will **not** look the same as now (insurance, vacation, holidays, 401Ks...etc.). More than likely retirement benefits will **not** continue to accrue.

**What should you do?????**

If offered a job by a **Prime** contractor, you **should** take it, **unless** you want to and are eligible to retire.

If offered a job by a **Sub**-contractor these are things to consider:

1. If I'm **vested** in the UC retirement plan, and age **50**, and there is **no** rehire penalty.  
I **want** to retire and then Sub-contract.  
If you **can't** retire, **ask** what happens to your UC retirement benefits?
2. **Ask** what happens to accrued vacation and sick leave.
3. **Ask** about their insurance plan.
4. **Ask** about their vacation plan.
5. **Ask** about their holidays.
6. **Ask** about their retirement plan (vesting time, age to retire).
7. **Ask** about their 401k plan.
8. **Ask! Ask! Ask!** And **ask** again, Things will be different than the **Prime** contractor.

**GIVEN** a choice **Always** stay with the Primary contractor.

Plan early **don't** wait until you **don't** have a choice.