<table>
<thead>
<tr>
<th>EREL Code</th>
<th>Category</th>
<th>Usage Requirement</th>
<th>HR/LR Approval Required</th>
<th>Derived EREP Code</th>
</tr>
</thead>
</table>
| A         | Manager/Non-Confidential | Must:  
  1. Meet the “Manager” definition  
  2. Be in the MSP program | Yes | U |
| B         | Manager/Confidential | Must:  
  1. Meet the “Manager” definition  
  2. Be in the MSP or SMG program  
  3. Meet the “Confidential” definition  
  4. Be approved by Human Resources / Labor Relations | Yes | U |
| C         | Supervisor/Not-Confidential | Must:  
  1. Meet the “Supervisor” definition  
  2. Be approved by Human Resources / Labor Relations | Yes | S |
| D         | Supervisor/Confidential | Must:  
  1. Meet the “Supervisor” definition  
  2. Meet the “Confidential” definition  
  3. Be approved by Human Resources / Labor Relations | Yes | S |
| E         | All Others/Not Confidential | Use for employees who do not meet the “Manager,” “Confidential,” or “Supervisor definition. | Yes | C |
| F         | All Others/Confidential | Must:  
  1. Meet the “Confidential” definition  
  2. Be approved by Human Resources / Labor Relations | Yes | U |
<p>| G         | Not covered by HEERA (out of state) |  | Yes | U |</p>
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| H         | Students in academic titles covered by HEERA | Must:  
1. Be a student in an academic title  
2. Be in a title covered by the BX bargaining unit, e.g., Associate_In, Reader, Remedial Tutor, Teaching Assistant, Teaching Fellow, Tutor | Derived                  | C                |
| I         | Students in academic titles not covered by HEERA | Must:  
1. Be a student in an academic title  
2. Not in a title covered by the BX bargaining unit, e.g., Graduate Student Researcher (GSR) | Derived                  | U                |
| J         | Excluded from Coverage                   | Any employee where an agreement is reached between UC and the union about any specific exclusion from a bargaining unit (for example, DX Physician working very low % of time). |                         |                  |
| X         | Not Applicable Contingent Worker         | An employee that is a contingent worker at a location (introduced as part of the UCPath project).                                                          |                         |                  |