Faculty Employee Benefits Eligibility:

- Academic year with an appointment of halftime (.50) or more. For continuance of benefits for the spring semester, your time base for spring must be half time or more. If your time base decreases to less than half time your benefits will be canceled.

- Part-Time lecturers (2358) classifications with an appointment of at least .40 (6/15) weighted teaching units for at least one semester or two. If your time base decreases to less than .40 (6/15) your benefits will be canceled.

Health Insurance

- 9 carriers including 3 Preferred Provider Organizations (PPO’s) and 6 Health Maintenance Organizations (HMO’s)
- Employer pays the majority of the premiums

Dental Insurance (Enhanced)

- 1 carrier-2 plans/Indemnity Plan & Prepaid Plan – 100% employer paid premiums for employee and all eligible dependents

Vision Insurance – Vision Service Plan (VSP)

- 100% employer paid premiums for employee and all eligible dependents
- (Health, dental and vision coverage is available for same sex & opposite sex marriages.)

Flex Cash Option

- Opt out of health and dental plans (if covered by non-CSU insurance) and receive cash instead

Flexible Spending and Pre-Tax Plans

- Dependent Care Reimbursement Plan (DCRA)
- Health Care Reimbursement Account (HCRA)
- Tax Advantage Premium Plan (TAPP)

Life Insurance – Standard Life Insurance Company

- $50,000 Life
- $50,000 Accidental Death and Dismemberment
- 100% employer paid premiums

Long Term Disability Insurance – Standard Life Insurance Company

- Income protection insurance (66-2/3% of the first $15,000 after 180 days)
- 100% employer paid premiums

Sick Leave

- Accrues at a pro-rata rate per month.

Leave Programs

- Bereavement
- Catastrophic
- Paid Maternity/Paternity
- Family Medical Leave (FML)
PST (PART-TIME/ SEASONAL/ TEMPORARY) EMPLOYEES RETIREMENT PLAN

The Federal Omnibus Budget Reconciliation Act (OBRA) of 1990 requires that part-time, seasonal, or temporary public employees who are not members of a retirement system be covered either by a qualified retirement plan or by Social Security. This requirement applies to State employees who are presently excluded from membership in the Public Employees’ Retirement System (PERS) either because they work less than one half-time, are seasonal, or are employed on an intermittent or temporary basis. The Internal Revenue Code Section 457 Deferred Compensation Plan administered by the Cal Human Resources, Savings Plus Program, has been selected as a qualified retirement plan for this purpose.

For more information about the PST Plan you may call Savings Plus Plan at (855) 616-4776 or visit the Savings Plus Plan Website at: www.savingsplusnow.com.

Workers’ Compensation Insurance – All employees are covered under Workers’ Compensation.

Voluntary Plans
- Aflac (group Critical Illness)
- Alternative Transportation Program - Ext. 8-2277
- Auto/Home Mortgage Insurance - California Casualty
- Credit Unions
- Metlaw (group legal services)
- PERS Long Term Care Program (no new applications)
- Standard Insurance Company (group life, AD&D, long-term disability)
- Three additional defined contribution plans available to help save for retirement, all on a pre-tax basis:
  1. Tax Shelter Annuity Program - 403(b)
  2. Deferred Compensation Plan – 457
  3. 401(k) Savings Plus Plan

You may pick up detailed pamphlet information on most of these benefits from Human Resources located in Joyal Administration, Rm. 211.