



CALIFORNIA STATE UNIVERSITY, FRESNO

PART-TIME FACULTY BENEFITS ELIGIBILITY INFORMATION

Human Resources

5150 North Maple Avenue, Room JA164
Fresno, CA 93740-8026
(559) 278-2032 FAX (559) 278-4275

Benefits eligibility is based upon your contract(s) as a Lecturer¹. The number of teaching units and the duration of your appointment will determine your benefits eligibility. Once you are enrolled in benefits, you must maintain a minimum of six weighted teaching units (6/15 time base) per semester to continue coverage. If your appointment falls under **Section B**, please contact Human Resources at (559) 278-2032 to discuss benefit options and effective dates.

SECTION A

IF YOUR APPOINTMENT IS:

- Less than six weighted teaching units (.40 time base)
AND
- One Semester OR Academic Year (AY) appointment

SECTION B

IF YOUR APPOINTMENT IS:

- More than six weighted teaching units (.40 time base)
AND
- One Semester OR Academic Year (AY) appointment

GAIN OR LOSS OF BENEFITS ELIGIBILITY: During any Semester, if you have a change in time base, appointment type (duration), OR receive an additional appointment in another department with the same duration (i.e., One semester or AY), please contact our office immediately as it may affect your benefits eligibility.

NOTE: Your appointment is NOT averaged in order to qualify for benefits.

If you are currently employed as a Lecturer¹ with another CSU campus, please contact Human Resources at Fresno State for possible benefits eligibility under Section B.

A. YOU ARE ELIGIBLE FOR THE FOLLOWING BENEFITS:

- Catastrophic Leave Donation Program ^{**requires additional verification}
- Dependent Care Account/HealthCare Account ^(Flex Spending Plans)
- Family Medical Leave ^{**requires additional verification}
- Fee Waiver Program ^{**refer to Collective Bargaining Agreement}
- Long-Term Care ^(apply April – June)
- Non-Industrial Disability ^{**If CalPERS member}
- Retirement ^(CalPERS or Part-time, Seasonal & Temporary [PST])
- Workers' Compensation
- Voluntary Pre-Tax Programs ^{(403b, 457, 401k) **}
- Voluntary Miscellaneous Programs ^(Credit Unions, savings bonds, auto/homeowners insurance)
- Sick leave/Personal Holiday

B. YOU ARE ELIGIBLE FOR THE FOLLOWING BENEFITS:

- Catastrophic Leave Donation Program ^{**requires additional verification}
- Dependent Care Account/HealthCare Account ^(Flex Spending Plans)
- Family Medical Leave ^{**requires additional verification}
- Fee Waiver Program ^{**refer to Collective Bargaining Agreement}
- Long-Term Care ^(apply April – June)
- Non-Industrial Disability ^{**If CalPERS member}
- Retirement ^(CalPERS or Part-time, Seasonal & Temporary [PST])
- Workers' Compensation
- Voluntary Pre-Tax Programs ^{(403b, 457, 401k) **}
- Voluntary Miscellaneous Programs ^(Credit Unions, savings bonds, auto/homeowners insurance)
- Sick Leave/Personal Holiday
- Health Benefits
 - Medical
 - Dental & Vision **(employer-paid)**
- Flex Cash in lieu of Medical and/or Dental ^(requires proof of alternate non-CSU plan)
- Basic Life and AD&D Insurance **(employer-paid)**
- Long-Term Disability **(employer-paid)**
- Tax Advantage Premium Plan
- Employee Assistance & Wellness Program
- Voluntary/Supplemental Insurance ^(Sanders & Associates, Standard Life)

¹ Lecturers and Coaches with appointments in classifications—2358, 2375, 2378, 2381 or 2384.

^{**}Eligibility for these benefits has specific requirements. Contact Human Resources for further information.