

THE CALIFORNIA STATE UNIVERSITY
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Date: February 5, 2001 **Code:** TECHNICAL LETTER
HR/Benefits 2001-05

To: Human Resources Directors
Benefits Officers

From: Cathy Robinson, Senior Director
Human Resources Administration

Subject: FY 2000/01 Benefit Enhancements – Academic Professionals of California (Unit 4)

The California State University and the Academic Professionals of California (Unit 4) recently completed contract negotiations on the 2000/01 Collective Bargaining Agreement. The Agreement was approved by the Board of Trustees and ratified by the union. The following benefit enhancements are effective January 23, 2001, the date the Agreement was approved by the Board of Trustees, unless otherwise noted.

Catastrophic Leave

Employees may donate up to thirty-two (32) hours of leave credits in a fiscal year to an eligible employee under the Catastrophic Leave Program (Article 19.24c). Article 19.24 subsection 1 describes the new procedure for transferring leave credits from Unit 4 employees.

Funeral Leave

Funeral Leave is increased to two (2) days. If the employee is required to travel over 500 miles from his/her home, upon request, the leave shall be increased to three (3) days (Article 20.9).

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Maternity/Paternity/Adoption Leave

Eligible employees are entitled to up to twenty (20) workdays for Maternity/Paternity/Adoption Leave with pay commencing with the arrival of the new child. A maximum of twenty (20) workdays with pay per calendar year is provided in connection with the placement of one or more foster children with the employee. Such leave runs concurrently with other related leaves for which the employee is eligible (Article 20.14).

Domestic Partner Benefits

Under HR 2000-01, Supplement #1, domestic partners of Unit 4 employees became eligible for health, dental, and vision benefits. The eligibility criteria are defined in Article 24.4.

Voluntary Life Insurance

Eligible Unit 4 employees will be able to enroll in the Voluntary Life Insurance program sponsored by Standard Insurance Company (Article 24.14). A special open enrollment will be held April 1, 2001, to enroll eligible employees. The effective date of the insurance will be June 1, 2001. Additional information will be forthcoming.

Holidays

March 31 (Cesar Chavez Day) has been designated as a paid holiday effective 2001 (Article 25.1).

If you have any questions, please contact Pamela Chapin in Human Resources Administration at (562) 951-4414. This letter is also available on the Human Resources Administration's web site at: <http://www.calstate.edu/tier3/HR-Adm/memos.html>.