Date: November 17, 1995

To: Personnel Officers

From: Cathy Robinson, Senior Director
Human Resources Administration
Human Resources

Subject: **EXPANSION OF ENHANCED INDUSTRIAL DISABILITY LEAVE BENEFITS FOR UNIT 8 EMPLOYEES**

The recent Memorandum of Understanding between The California State University and the State University Police Association expanded the eligibility criteria for the Enhanced Industrial Disability Leave (EIDL) benefit for campus police officers. Effective with disabilities occurring on or after October 1, 1995, bargaining unit employees are eligible for this expanded benefit under the following conditions:

1. When an employee is disabled by injury or illness arising out of and in the course of his/her duties regardless of his/her period of service with the campus. *(The EIDL benefit for police officers is no longer limited to injuries received as a result of a criminal act of violence.)*

2. The employer makes the determination of employee eligibility for the enhanced benefit.

3. The injury or illness meets the terms and conditions of the MOU and the policies and procedures in the IDL Administrative Guide.

4. The injury or illness occurs between October 1, 1995 and June 30, 1998. *(The EIDL benefit expires on June 30, 1998, unless extended through the collective bargaining process.)*

**Note:** The EIDL benefit does not apply to presumptive, stress-related disabilities, any psychiatric disability, or any physical disability arising from a psychiatric injury.

Payroll procedures for processing EIDL benefits under the expanded eligibility criteria will remain the same.

The Industrial Disability Leave Administrative Guide will be updated to incorporate this change. If you have questions, please contact Pamela Chapin at (310) 985-2652.

CR/pc

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