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HR/Benefits 2004-15
CMA Only

To: Tera Bisbee, Human Resources Director
Cheri Simms, Benefits Officer

From: Cathy Robinson, Assistant Vice Chancellor
Human Resources Administration 

Subject: Benefits Update for International Union of Operating Engineers (IUOE) Unit 10 Employees

The California State University (CSU) has reached an agreement with the International Union of Operating Engineers (IUOE) for Fiscal Years 2004/05 through 2006/07. Two benefit enhancements are contained in the negotiated agreement.

Funeral Leave

Upon request, an employee shall be granted three (3) days leave with pay for each death of a significantly close relative or domestic partner, as defined in the IUOE contract. If such a death requires the employee to travel over five hundred (500) miles roundtrip from his/her home, the employee shall be granted five (5) days leave with pay.

Dependent Fee Waiver

Employees eligible to participate in the CSU Fee Waiver Program, as defined in the negotiated contract, may transfer their existing fee waiver benefit entitlement maximum to one person (only) per academic term who is a spouse, domestic partner, or dependent child, subject to the following conditions:

- The courses are taken by the spouse, domestic partner, or dependent child who is matriculated toward a degree and the courses are for credit toward the degree's requirements;
- This fee waiver benefit does not apply to out-of-state tuition;
- The administration determines that there is space available in such course offerings for the spouse, domestic partner, or dependent child;
- Eligibility for this program commences with the Fall Quarter/term 2004. Participation by an eligible employee's spouse, dependent child, or domestic partner is subject to each CSU campus' standard admission and registration

Distribution:

President Eisenhardt
Vice Chancellor, Human Resources
Vice President, Administration
Director, SOSS
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Fee Waiver Coordinator

policies and procedures. Eligibility criteria for domestic partners shall be those used to determine such eligibility for health benefits (the Secretary of State's certification process).

The fee structure for dependents is outlined below:

Fees Fully Waived

Application Fee
Identification Card Fee
Instructionally Related Activity Fee
State University Fee*

Fees Reduced to One Dollar (\$1)

Student Union Fee
Health Facilities Fee

* May be fully waived for a maximum of two (2) courses or six (6) units, whichever is greater, per term.

A dependent taking CSU courses in addition to the CSU fee waiver courses pays the difference in any fees. All other fees are paid at the regular rates.

Please note: Technical Letter HR/Benefits 2004-06, dated January 30, 2004, will be updated to reflect these fee waiver changes.

Questions regarding this technical letter may be directed to Felice Bakre at (562) 951-4410. This technical letter is also available on the Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

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