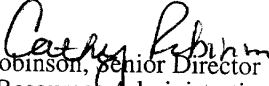


THE CALIFORNIA STATE UNIVERSITY
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Date: August 17, 2000 **Code:** TECHNICAL LETTER
HR/Benefits 2000-09

To: Human Resources Directors
Benefits Officers

From: 
Cathy Robinson, Senior Director
Human Resources Administration

Subject: **Benefits Update – Union of American Physicians & Dentists and the California State Employees' Association**

Benefit changes resulting from CSU contract negotiations with Unit 1, the Union of American Physicians and Dentists (UAPD) and the California State Employees' Association (CSEA) are as follows:

UAPD
Long Term Disability

The long term disability (LTD) program for Unit 1 eligible employees has been enhanced to provide a disability benefit of 66 2/3% of the first \$15,000 in monthly salary to a maximum benefit of \$10,000 per month. This LTD improvement applies to eligible employees disabled on or after August 1, 2000. The benefit is now consistent with the LTD program offered to other eligible CSU employee groups. The new Unit 1 premium rate is \$74.31 per month effective August 1, 2000. *Unit 1 employees disabled prior to August 1, 2000, will continue to receive a LTD benefit of 50% of the first \$15,000 of salary to a \$7,500 monthly maximum for the duration of their disability.*

CSEA
Enhanced Dental

Effective August 1, 2000, eligible employees in Units 2, 5, 7, and 9 (CSEA) are covered by Delta Dental Enhanced II or PMI Enhanced level dental benefits. Administrative processes have been completed to enroll employees in the enhanced plan based upon current plan selection. Please notify your CSEA employees of the enhanced benefit in the manner most efficient for your campus. Dental brochures will be updated to reflect this change and campuses will receive a new supply in anticipation of open enrollment. The new rates for CSEA-represented employees are:

	<u>Delta Dental Enhanced II</u>	<u>PMI Enhanced</u>
Single Party	\$ 38.67	\$19.76
Two Party	\$ 72.94	\$32.62
Multiple	\$142.52	\$48.23

Over

Distribution:

CSU Presidents Vice Chancellor, Human Resources Executive Vice Chancellor/CFO Vice Presidents, Administration Systemwide Risk Manager	Payroll Managers Risk Managers Employment Development Department Director, SOSS
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CSEA

Non-Industrial Disability Insurance Leave (NDI)

Effective July 1, 2000, the non-industrial disability insurance (NDI) leave benefit is increased from \$135 per week to \$250 per week for CSEA represented employees. CSEA employees currently on NDI should have their benefit adjusted retroactively to July 1, 2000, to reflect the increase. For retroactive adjustments, please provide the following instructions to your payroll department:

Complete and submit Form STD. 674/674D to request retroactive adjustments for the following payments that have issued for the 7/00 pay period:

- Non-Industrial Disability (NDI)
- Industrial Disability (IDL)
- Temporary Disability (TD)
- Benefits for the 7/00 pay period

Please update your NDI guides to reflect this benefit change for CSEA represented employees.

If you have any questions, please contact the systemwide benefits office at (562) 951-4411. This Technical is also available on the Human Resources Administration's web site at: <http://www.calstate.edu/tier3/HR-Adm/memos.html>.

CR/pc