

THE CALIFORNIA STATE UNIVERSITY
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Date: September 15, 2004 **Code:** TECHNICAL LETTER
HR/Benefits 2004-19

To: Human Resources Directors
Benefits Officers

From: Cathy Robinson, Assistant Vice Chancellor
Human Resources Administration

Subject: 2003/04 and 2004/05 Benefits Update – CSEA Employees (Units 2, 5, 7, and 9)

The California State University (CSU) and the California State Employees' Association (CSEA), Units 2, 5, 7, and 9, completed reopener negotiations to extend the current Agreement to June 30, 2006. Benefit program changes for fiscal year 2003/04 and 2004/05 are highlighted below.

Maternity/Paternity/Adoption Leave

Effective September 14, 2004, an amendment has been made to Article 15, Section 15.35 of the 2002-2006 Collective Bargaining Agreement as follows:

15.35 "Maternity/paternity/adoption leave" shall refer to a leave for the purpose of a parent preparing for the arrival of a new infant and the care of a new infant.

An employee shall be entitled to up to thirty (30) workdays "maternity/paternity/adoption leave" (as defined above, and subject to the requirements of Provision 16.12), with pay which shall commence within sixty (60) days of the arrival of a new child. Such leave shall be taken consecutively, unless mutually agreed otherwise by the employee and the appropriate administrator. Maternity, paternity, adoption leave is normally taken in daily increments. Such leave shall be in addition to available sick leave and available vacation under Article 14. Paid maternity/paternity/adoption leave runs concurrently with any other related leaves for which the employee is eligible.

Distribution:

CSU Presidents
Vice Chancellor, Human Resources
Vice Presidents, Administration
Associate Vice Presidents/Deans of Faculty
Budget Officers
Director, SOSS
Payroll Managers
Employee Relations Designees

Rural Health Care Stipend – 2003/04 and 2004/05

Employees who meet all of the specified requirements during the September 2004 pay period shall be paid a rural health care stipend for fiscal year 2003/04:

- (a) The employee must be eligible and enrolled for CalPERS health insurance benefits and reside in a zip code contained in the list of “California’s Proposed Eligible Rural Subsidy Zip Codes by County effective January 1, 2004”; and
- (b) The employee must be enrolled in a non-Health Maintenance Organization (HMO) health plan.

The amount of the stipend shall be five hundred dollars (\$500) for each eligible employee. Payment of the September 2004 stipend shall be made during the October 2004 pay period. Please refer to HR/SA 2004-16 for specific details.

The Agreement also provides a one-time rural health care stipend for fiscal year 2004/05. The stipend will be paid for eligible employees who reside in zip codes contained in the Zip Code List, effective January 1, 2005. Additional information will be provided early next year in a supplemental Technical Letter.

Uniform Allowance

For clarification purposes, all employees in Class Codes 8800-8802 (Police Dispatcher) appointed in excess of six (6) months who are required to wear a uniform as a condition of employment shall be reimbursed actual costs for replacement and maintenance up to two hundred dollars (\$200) *per calendar year*, subject to CSU accountable plan regulations.

If you have any questions, please contact Felice Bakre in Human Resources Administration at (562) 951-4410. This technical letter is also available on Human Resources Administration’s Web page at: <http://www.calstate.edu/HRAdm/memos.shtml>.

CR/fb