


THE CALIFORNIA STATE UNIVERSITY  
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**Code:** TECHNICAL LETTER  
HR/Benefits 2005-22

**To:** Human Resources Directors  
Benefits Officers

**From:** Cathy Robinson   
Assistant Vice Chancellor  
Human Resources Administration

**Subject:** Benefits Update - Academic Professionals of California (Unit 4)

The California State University (CSU) and the Academic Professionals of California (APC) recently completed negotiations on a new three year (3) Collective Bargaining Agreement (CBA) for APC represented employees. The effective date of the Agreement is November 8, 2005 through June 30, 2008. Benefit program changes are highlighted below.

**Funeral Leave**

Funeral leave is now five (5) days leave with pay for each death of a significantly close person. The term "significantly close person" as used in Article 20 has been modified and is now defined as a spouse, domestic partner, and the employee's or his/her spouse's or domestic partner's mother, father, grandmother, grandfather, grandchild, son, son-in-law, daughter, daughter-in-law, brother, sister, or person living in the immediate household of the employee except domestic employees and roomers.

**Parental Leave (Formerly Maternity/Paternity/Adoption Leave)**

The Parental leave entitlement is increased to up to thirty (30) workdays with pay, which shall commence within sixty (60) days after the arrival of each new child. However, a maximum benefit of thirty (30) workdays with pay per calendar year shall be provided in connection with the placement of one or more foster children with the employee or with the employee's spouse or domestic partner.

Parental leave shall be taken consecutively and in full-day increments unless mutually agreed otherwise by the employee and the appropriate administrator.

Please refer to the CBA for additional details on Parental leave.

The Technical Letter on Leaves will be updated to reflect these changes.

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**Distribution:**

CSU Presidents  
Executive Vice Chancellor and CFO  
Vice Chancellor, Human Resources  
Associate Vice Presidents/Deans of Faculty  
Budget Officers

Employee Relations Designees  
Director, SOSS  
Payroll Managers

**Enhanced 1959 CalPERS Survivors Benefit**

Pursuant to HR/Benefits 2005-16, premiums for the 1959 Survivor Benefit Program, Fifth Level increased to a total of \$11.30 per month per eligible CSU employee for fiscal year 2005/06. In accordance with Government Code (GC) 21581, the CSU contribution was set at \$5.65 per month per eligible employee and the employee's contribution was set at \$5.65 per month.

AB 1166, recently signed by the Governor, amends GC 21582 which allows the premium contribution formula established in GC 21581 to be superseded through collective bargaining. Pursuant to an agreement reached with APC, effective January 1, 2006, eligible employees will pay a maximum monthly premium contribution of \$2.00 for this benefit regardless of the total monthly premium amount. The CSU will pay for the monthly premium in excess of the employee's \$2.00 monthly contribution.

Campuses are responsible for notifying employees participating in this benefit of the decrease in their monthly contributions. Employees are identified by Retirement Account Codes (PIMS Item 505) 00, 20, 51, 52, 53, or 54. The State Controller's Office (SCO) will make the necessary changes to ensure the premium decrease is reflected on employees' pay warrants effective with the January 2006 pay period. Deduction Code 077 will be used to reflect the total employee monthly contribution.

**Employee Fee Waiver Program**

The following changes were made to the fee waiver structure for both employees and dependents enrolled in the Employee Fee Waiver Program:

- Employees – the Health Services fee and all other Category I fees as defined in Executive Order 740 are added to the list of fully waived fees. Other fees paid or subject to a waiver or reduction remain unchanged.
- Dependents – only the Application Fee, Identification Card Fee, and the State University Fee for the courses taken in the fee waiver program are fully waived. All other fees shall be paid at the regular rates by a spouse, dependent child, or domestic partner of the employee. Please note that the enrolled dependent of the employee is entitled to student services in addition to instructional services.

Please refer to the CBA for additional information regarding the Employee Fee Waiver Program.

The Technical Letter on Employee Fee Waiver will be updated to reflect these changes.

Questions regarding this Technical Letter may be directed to Human Resources Administration at (562) 951-4411. This Technical Letter is also available on the Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

CR/pc