Date: December 17, 2012

Code: TECHNICAL LETTER
HR/Benefits 2012-12
HR/Leaves 2012-05

To: Human Resources Officers
Benefits Officers

From: Evelyn Nazario
Associate Vice Chancellor
Human Resources Management & CO HR Services

Subject: Benefits and Leave Update – State Employees Trades Council (SETC) – Unit 6 Employees

Overview

Audience: Human Resources Officers, Benefits Officers, and/or campus designee(s) responsible for benefits and leave of absence administration

Action Item: Information only

Affected Employees: State Employees Trades Council (SETC) (Unit 6) Employees

Summary

This Technical Letter provides information regarding benefit and leave provisions pursuant to the agreement reached between the California State University (CSU) and the State Employees Trades Council (SETC) (Unit 6), effective September 18, 2012, through June 30, 2015. Campus designees responsible for administering the above programs/provisions should read the remainder of this Technical Letter in its entirety.

The California State University (CSU) and the State Employees Trades Council (SETC) (Unit 6) agreed to a new contract effective September 18, 2012, through June 30, 2015. Benefits and Leave highlights are provided below:

Reimbursable Union Leave Time (Article 7)
Article 7 of the collective bargaining agreement (CBA) has been modified to state that Reimbursable Union Leave for SETC Statewide Officers shall be in full day increments, unless mutually agreed otherwise by the employee and the appropriate administrator.

In addition, the CSU shall be reimbursed by the Union for all compensation (including benefits) paid to an employee during Union Leave. The referenced benefits currently include the employer’s contributions to health, dental, vision, CalPERS, Social Security and Medicare, with the understanding that the benefits included may change during the term of the CBA should the CSU make contributions to additional or fewer benefit programs on behalf of the employee.

Benefits (Eligible Family Members) (Article 25)
Article 25 of the collective bargaining agreement (CBA) clarifies that the term “eligible family members,” for the purposes of benefits (excluding fee waiver) refers to:

Distribution:
CSU Presidents
Vice Chancellor, Human Resources
All Campus Vice Presidents
Employee Relations Designees
Payroll Managers

E-mail: hradmin@calstate.edu
The eligible employee’s legal spouse;
Registered domestic partner;
Children from birth to the end the month in which the dependent children reach age twenty-six (26);
Disabled child(ren) (based on satisfactory evidence) over the age of twenty-six (26) and enrolled in benefits prior to reaching age 26.

An adopted child, stepchild, natural child recognized by the parent, or a child living with the employee in a parent-child relationship as certified by the employee at the time of enrollment of the child, and annually thereafter up to the age of 26 is also eligible for benefits under Article 25.

Fee Waiver (Article 27)
Please note the following information regarding Fee Waiver as defined in Provision 27 of the CBA:

- Eligible employees and/or dependents enrolled in a Doctoral program are eligible for a partial fee waiver equivalent to the part-time Graduate Tuition Fee. Therefore, SETC employees (and their eligible dependent(s)) are responsible for paying the difference between the applicable Doctoral fee and the part-time Graduate Tuition fee.
- Dependent fee waiver is applicable to a spouse or registered domestic partner, or dependent child up to age 25.
- CBA clarifies that fee waiver is not applicable to self-supported courses.
- SETC employees are eligible for instructional services but not eligible for student services.
- A spouse, registered domestic partner or dependent child of an SETC employee is eligible for instructional services and student services.

The new fee waiver payment schedule for SETC employees is as follows:

- The following fees are fully waived for SETC employees:
  - Application Fee
  - Health Services Fee
  - Identification Card Fee (if mandatory)
  - Instructionally Related Activity Fee
  - State University Tuition Fee

- The following fees are reduced to a $1.00 for SETC employees:
  - Associated Student Body Fee (formerly Student Body Association Fee)
  - University Fee (formerly Student University Union Fee)
  - Health Facilities Fee

- The following fees are fully waived for SETC employees’ eligible dependents (spouse/domestic partner or dependent child):
  - Application Fee
  - Identification Card Fee (if mandatory)
  - State University Tuition Fee

All other fees are paid at regular rates.
Common Management System (CMS)
This technical letter has no impact on CMS Baseline.

General Information
Questions regarding this Technical Letter may be directed to Human Resources Management at (562) 951-4411. This document is also available on the Human Resources Management Web site at:

EN/mh