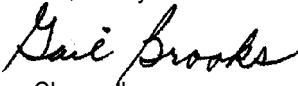


Date: January 30, 2007

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HR/Benefits 2007-02
San Francisco State
University Only

To: Michael J. Martin
Interim Associate Vice President
Human Resources, Safety and Risk Management

Robin Bates
Manager, Benefits and Disability Initiatives
Human Resources, Safety and Risk Management

From: Gail Brooks 
Associate Vice Chancellor
Human Resources

Subject: San Francisco State University (SFSU) Head Start Program Employees (Unit 12) Benefits Implementation

The California State University (CSU) and the Service Employees International Union (SEIU) Local 790, recently completed negotiations to implement the first Collective Bargaining Agreement (CBA) exclusively for SFSU Head Start Program represented employees. The Agreement is effective January 16, 2006 through May 31, 2009.

This Technical Letter documents the core, supplemental, and voluntary benefits for employees provided under the terms of the CBA.

Eligibility

SFSU Head Start Program employees are subject to normal benefits eligibility criteria, which requires an appointment of half-time or more for more than six (6) months.

Benefits Programs

SFSU Head Start Program employees who meet the normal benefits eligibility requirements are eligible for the following benefits programs:

Health Benefits

Eligible SFSU Head Start Program employees and their eligible family members, including registered domestic partners, may enroll in health benefits. The CSU contribution toward health benefits is governed by Government Code Section 22871.

CSU Health Premium Conversion Program (TAPP)

All SFSU Head Start Program employees who are enrolled in health benefits are entitled to participate in TAPP. The participating employee shall pay all administrative costs.

Distribution:

SFSU President Corrigan
SFSU Vice President, Administration
Vice Chancellor, Human Resources

SFSU Employee Relations Designee
SFSU Payroll Manager
CO Labor Relations Staff

Dental Insurance

Eligible SFSU Head Start Program employees and their eligible family members may enroll in dental insurance. Plan level is either the CSU basic Prepaid Dental Plan or the CSU Enhanced Level I Indemnity Dental Plan. The monthly benefit premium is currently fully paid by the CSU.

Vision Care

Eligible SFSU Head Start Program employees and their eligible family members may enroll in vision care. Vision benefits are those offered through the CSU plan for all employees and the monthly benefit premium is currently fully paid by the CSU.

Flex Cash Program

SFSU Head Start Program employees eligible for either health or dental insurance may waive health and/or dental insurance if the employee certifies he/she has alternate non-CSU insurance for the coverage being waived. The current amounts of the monthly payments are:

Waive medical & dental	\$140 per month
Waive medical only	\$128 per month
Waive dental only	\$ 12 per month

CSU Health Care Reimbursement Account (HCRA) Plan

Eligible SFSU Head Start Program employees may participate in the HCRA plan. The participating employee shall pay all administrative costs.

CSU Dependent Care Reimbursement Account (DCRA) Plan

Eligible SFSU Head Start Program employees may participate in the DCRA plan. The participating employee shall pay all administrative costs.

Pre-Tax Transportation Deduction Plan

Eligible SFSU Head Start Program employees may enroll in the Pre-Tax Transportation Deduction Plan that is exclusive to San Francisco State University, pursuant to IRS regulations.

Life and Accidental Death and Dismemberment Insurance

Eligible SFSU Head Start Program employees will be covered by life and accidental death and dismemberment insurance in the amount of \$50,000 for each type of coverage, fully paid by the CSU.

Voluntary Life Insurance

Eligible SFSU Head Start Program employees may enroll in the voluntary life insurance plan administered by The Standard in accordance with the terms set by the CSU.

Retirement Benefits

SFSU Head Start Program Employees are subject to membership in the California Public Employees' Retirement System (CalPERS) upon meeting CalPERS eligibility criteria.

Alternative Retirement Benefits

Part-time, seasonal, temporary and intermittent employees deemed ineligible for CalPERS membership, must be enrolled in the PST Retirement Plan administered by the Department of Personnel Administration.

Industrial Disability Leave (IDL)

Eligible SFSU Head Start Programs may participate in the IDL program if eligibility criteria is met and in accordance with the terms set by the CSU.

Non-Industrial Disability Insurance (NDI)

Eligible SFSU Head Start Programs may participate in the NDI program if eligibility criteria is met and in accordance with the terms set by the CSU. The maximum weekly payment for employees is \$125.00.

401(k), 403(b), and 457 Plans

SFSU Head Start Programs are eligible to participate in these plans in accordance with the terms set by the CSU or the Department of Personnel Administration, as appropriate, pursuant to IRS guidelines.

Fee Waiver

All full-time and part-time permanent employees are eligible to participate in the employee fee waiver program, which waives or reduces specified fees. The following fees are fully waived:

- Application Fee
- Health Services Fee
- Identification Card fee
- Instructionally Related Activity Fee
- State University Fee for two (2) courses or six (6) units, whichever is greater

The following fees are reduced to one (1) dollar:

- Student Body Association Fee
- Student Union Fee
- Health Facilities Fee

Questions regarding this Technical Letter may be directed 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>.

GB/mh