

## PART-TIME FACULTY BENEFITS ELIGIBILITY INFORMATION

Benefits eligibility is based upon your contract(s) as a Lecturer<sup>1</sup>. The number of weighted teaching units (WTUs) and the duration of your appointment (e.g., semester or academic year (AY)) will determine your benefits eligibility. Once you are enrolled in benefits, you must maintain a minimum of six WTUs (6/15 or 40%-time base) per semester to continue coverage. If your appointment is 40% or more, please contact Human Resources to discuss benefit options and effective dates. **Please note that “benefits eligibility” does not determine CalPERS Retirement eligibility.**



Benefits Available:	Your Appointment is:		Notes:
	<6 WTUs AND 1 Semester or AY	≥6 WTUs AND 1 Semester or AY	
Dental		✓	Employer-paid
Employee Assistance Program	✓	✓	Mylifematters.com – available 24/7/365
Employer Paid Life/AD&D		✓	Employer-paid
Fee Waiver	✓	✓	Refer to Collective Bargaining Unit (CBU)
FlexCash		✓	Medical and or Dental; requires proof of non-CSU alternate coverage
Health Care or Dependent Care Accounts	✓	✓	Flexible Spending Accounts
Leave Programs	✓	✓	Please contact HR for more info
Long-Term Disability		✓	Employer-paid, depending on CBU
Medical		✓	Cost dependent upon plan choice and # of dependents
Retirement	✓	✓	CalPERS or Part-time, Seasonal & Temporary (PST)
Vision		✓	Premier plan cost varies dependent on selection
Voluntary Miscellaneous Programs	✓	✓	Credit Unions, auto/homeowners' insurance, ARAG Legal plan, etc.
Voluntary Pre-Tax Retirement	✓	✓	403b, 457, 401k
Voluntary/Supplemental Insurance		✓	Life, Critical Illness, AD&D

- GAIN OR LOSS OF BENEFITS ELIGIBILITY: During any Semester, if you have a change in time base, appointment type (duration), OR receive an additional appointment in another department, please contact our office immediately as it may affect your benefits eligibility.
- NOTE: Your appointment is NOT averaged to qualify for benefits. Once you qualify for benefits, Human Resources will monitor your appointment on an on-going basis to determine continued eligibility.
- If you are currently employed as a Lecturer with another CSU campus, please contact Human Resources at Fresno State for possible benefits eligibility.
- <sup>1</sup>Lecturers with appointment in classifications 2358 & 2458