

## PART-TIME FACULTY BENEFITS ELIGIBILITY INFORMATION

Benefits eligibility is based upon your contract(s) as a Lecturer<sup>1</sup>. The number of teaching units and the duration of your appointment will determine your benefits eligibility. Once you are enrolled in benefits, you must maintain a minimum of six weighted teaching units (6/15 time base or 40% time base) per semester to continue coverage. If your appointment is 40% or more (review Section B), please contact Human Resources at (559) 278-2032 to discuss benefit options and effective dates. **Please note that “benefits eligibility” does not determine CalPERS Retirement eligibility.**

SECTION A	SECTION B
<p><b>IF YOUR APPOINTMENT IS:</b></p> <ul style="list-style-type: none"> <li>• <u>Less than</u> six weighted teaching units (WTUs)  <b>AND</b></li> <li>• One Semester <u>OR</u> Academic Year (AY) appointment</li> </ul>	<p><b>IF YOUR APPOINTMENT IS:</b></p> <ul style="list-style-type: none"> <li>• <u>More than</u> six weighted teaching units (WTUs)  <b>AND</b></li> <li>• One Semester <u>OR</u> Academic Year (AY) appointment</li> </ul>

**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 with the same duration (i.e., One semester or AY), please contact our office immediately as it may affect your benefits eligibility.

**NOTE:** Your appointment is NOT averaged in order 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<sup>1</sup> with another CSU campus, please contact Human Resources at Fresno State for possible benefits eligibility under Section B.

**A. YOU ARE ELIGIBLE FOR THE FOLLOWING BENEFITS:**

- Catastrophic Leave Donation Program \*\*please contact HR for eligibility
- Dependent Care Account/HealthCare Account (Flex Spending Plans)
- Family Medical Leave \*\* please contact HR for eligibility
- Fee Waiver Program \*\*refer to Collective Bargaining Agreement
- Non-Industrial Disability \*\* please contact HR for eligibility
- Leaves (Parental, Bereavement, illness/injury) \*\* please contact HR for eligibility
- Retirement (CalPERS or Part-time, Seasonal & Temporary [PST])
- Workers' Compensation
- Voluntary Pre-Tax Programs (403b)\*\*
- Voluntary Miscellaneous Programs (Credit Unions, auto/homeowners' insurance, ARAG Legal plan Pet insurance, accident insurance)
- Sick leave Accrual based on time base & a Personal Holiday
- Employee Assistance & Wellness Program
- ScholarShare (College Savings 529 Plan)

**B. YOU ARE ELIGIBLE FOR THE FOLLOWING BENEFITS:**

- Catastrophic Leave Donation Program \*\* please contact HR for eligibility
- Dependent Care Account/HealthCare Account (Flex Spending Plans)
- Family Medical Leave \*\* please contact HR for eligibility
- Fee Waiver Program \*\* refer to Collective Bargaining Agreement
- Non-Industrial Disability \*\* please contact HR for eligibility
- Leaves (Parental, Bereavement, illness/injury) \*\* please contact HR for eligibility
- Retirement (CalPERS or Part-time, Seasonal & Temporary [PST])
- Workers' Compensation
- Voluntary Pre-Tax Programs (403b, 457, 401k)\*\*
- Voluntary Miscellaneous Programs (Credit Unions, auto/homeowners' insurance, ARAG Legal plan Pet insurance, accident insurance)
- Sick leave Accrual based on time base & a Personal Holiday
- Employee Assistance & Wellness Program
- ScholarShare (College Savings 529 Plan)

- **Health Benefits**
  - Medical (cost based on plan & # of dependents)
  - Dental & Vision (*employer-paid*)
  - Voluntary Vision Premier plan
- Flex Cash in lieu of Medical and/or Dental (requires proof of alternate non-CSU plan)
- Basic Life and AD&D Insurance (*employer-paid*)
- Long Term Disability (*employer-paid*)
- Tax Advantage Premium Plan (pre-tax medical premium)
- Voluntary/Supplemental Insurance (Life, Critical Illness AD&D) \*\*\*

<sup>1</sup> Lecturers with appointments in classifications—2358 and 2458 (Cal State Teach)

\*\* Eligibility for these benefits have specific requirements. Please contact Human Resources (HR) for information: (559) 278-2032.

\*\*\* If your previous appointment was six or more WTUs, you will not be eligible to enroll in the guaranteed insurance for voluntary Life, critical illness, or some of the voluntary plans.