PART-TIME FACULTY BENEFITS ELIGIBILITY INFORMATION

Benefits eligibility is based upon your contract(s) as a Lecturer¹. 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.

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### 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, MetLaw, 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, MetLaw, Pet insurance, accident insurance)
- Sick leave (Accrual based on time base & a Personal Holiday)
- Employee Assistance & Wellness Program
- ScholarShare (College Savings 529 Plan)

¹ 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.

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 Lecturer¹ with another CSU campus, please contact Human Resources at Fresno State for possible benefits eligibility under Section B.

**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, AD&D)