

TIME-OFF BENEFITS

- ◆ **HOLIDAYS** Employees earn 14 paid holidays each year, 13 scheduled on specific days and one you may take any time during the year.
- ◆ **VACATION** Depending upon your years of service, you earn vacation monthly as follows: 5/6 day up to three years; 11/4 days up to six years; 15/12 days up to 10 years; 17/12 days up to 15 years; 13/4 days up to 20 years; 111/12 days up to 25 years; and two days per month thereafter. If you have less than 10 years of service with the Auxiliary, you can accrue up to a maximum of 272 hours (34 days); If you have more than 10 years, the maximum is 384 hours (48 days). Part-time employees accrue vacation on a prorated basis.
- ◆ **SICK LEAVE** For each month of continuous service, you accumulate eight hours of credit for sick leave with pay. Part-time employees accrue sick leave on a prorated basis.
- ◆ **BEREAVEMENT LEAVE** If you experience the death of an immediate family member or a significantly close relative, the Auxiliary provides you with five days of bereavement leave with pay.
- ◆ **CATASTROPHIC LEAVE** The catastrophic leave program may provide leave with pay for up to three months for an eligible employee who suffers a catastrophic illness or injury, is unable to work, and has exhausted his/her leave credits. The leave is funded through voluntary donations of leave credits by employees to the injured/ill employee.
- ◆ **ORGAN DONOR LEAVE PROGRAM** After exhausting all available sick leave, you are eligible for up to 30 days paid leave if you donate an organ, and up to five days paid leave if you donate bone marrow.
- ◆ **JURY DUTY** The Auxiliary will continue your salary while on jury duty, regardless of length of jury service. In order to receive your salary for days served in a state court, you must submit Proof of Service. For days served as a juror in a federal court, you must make your jury duty stipend payable to the Auxiliary. You are entitled to keep any travel expenses (i.e. mileage assoc. with jury duty service).

UNPAID LEAVE

- ◆ **CSU, BAKERSFIELD AUXILIARY FAMILY MEDICAL LEAVE (FML)** Under the Federal Family Medical Leave Act and the California Family Rights Act, you may take up to 12 weeks of unpaid leave to care for a new child or care for a seriously ill spouse, domestic partner, child or parent or if you suffer a serious health problem. You must use your sick leave and vacation days first, as approved, before going on unpaid leave.
- ◆ **LEAVES OF ABSENCE** Additional leave programs are available.

CSU, BAKERSFIELD

Auxiliary for Sponsored Programs Administration

BENEFITS SUMMARY



CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

Auxiliary for Sponsored
Programs Administration

HEALTH CARE BENEFITS

You have medical, dental and vision plans available to you. You may cover yourself and your eligible spouse or domestic partner and children. You are eligible to enroll in coverage if you are appointed at least half-time and for more than six months. If you enroll on a timely basis, coverage begins on the first of the month after your date of hire. You also may enroll during any annual open enrollment period.

- ◆ **MEDICAL BENEFITS** The Health Plan is Kaiser Permanente (HMO). You and the Auxiliary share the cost of coverage, with the Auxiliary paying the greater portion of the monthly premium. Your portion of the cost is after-tax.
- ◆ **DENTAL BENEFITS** The Dental Plan is Delta Dental (PPO). This is a traditional indemnity (fee-for-service) plan allowing you to see almost any dental provider. Currently, the Auxiliary pays the full dental premium for you and your eligible dependents.
- ◆ **VISION BENEFITS** The vision plan is VSP. Vision coverage includes an annual eye exam, and lenses or contact lenses every year. Frames are included every other year. Currently, the Auxiliary pays the full vision premium for you and your eligible dependents.
- ◆ **COBRA BENEFITS** If you lose your eligibility for medical, dental, and vision benefits under specified circumstances (for example, you leave employment with the Auxiliary), the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) and the Omnibus Budget Reconciliation Act of 1989 (OBRA) allow you to continue to receive health care coverage at your expense. You and your dependents can receive COBRA benefits for up to 18, 29 or 36 months, depending on the circumstances.

RETIREMENT BENEFITS

Currently not available.

EDUCATIONAL BENEFITS

Currently not available.

INCOME PROTECTION BENEFITS

The following benefits provide you with a source of income should you become disabled and unable to perform your normal duties at work.

- ◆ **STATE DISABILITY INSURANCE (SDI)** If you are unable to work for longer than seven days because of a non-work related injury or illness, and meet other eligibility criteria, State Disability Insurance (SDI) provides you a calculated amount (based on your earnings) per week for up to 52 weeks.
- ◆ **WORKERS' COMPENSATION (WC)** If you suffer a work-related injury or illness, you may elect Worker's Compensation Temporary Disability payments.
- ◆ **PARENTAL LEAVE** You are eligible for up to 30 days paid Parental Leave upon the birth of your child or the placement of a child with you for adoption.

SURVIVOR PROTECTION BENEFITS

If you should die while employed by the Auxiliary, your surviving beneficiary (ies) will receive benefits from MetLife. To be eligible for life insurance, you must be eligible for health benefits.

- ◆ **LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE** The CSU, Bakersfield Auxiliary provides you with \$20,000 of basic term life insurance coverage and basic accidental death and dismemberment (AD&D) insurance coverage. The Auxiliary pays the full cost of this coverage. Coverage is automatic and effective on the first of the month after your date of hire.

ADDITIONAL AUXILIARY BENEFITS

- ◆ **CREDIT UNION** You have a number of credit unions available to you that provide payroll savings programs, as well as standard credit union services.