

## ARTICLE 16

### BENEFITS

#### Health Plan; Dental Plan; Vision Care; Life, Accidental Death and Dismemberment Insurance and Eligibility

- 16.1 Core ELP Instructors and their eligible family members as defined by CalPERS shall continue to receive health benefits offered through the CalPERS system for the life of this Agreement. Payment for these benefits shall be based on rates established by the CalPERS for participating members. The employee shall contribute a minimum of 20% of the overall plan premium. Where the employee contribution in the plan for which the employee is enrolled is greater than 20%, the employee shall be responsible for the full employee portion of the premium.
- 16.2 The dental benefits provided by the CSU through the insurer(s) selected by the CSU for its indemnity and prepaid dental plans shall be offered to Core ELP Instructors and their eligible family members as defined in Provision 16.5. The CSU Delta Enhanced Level I Indemnity Dental Plan and the CSU DeltaCare Basic Plan shall be offered to Core ELP Instructors and their eligible family members. For the duration of the agreement, the Employer's contribution to such plans shall equal one hundred percent (100%) of the monthly premium.
- 16.3 Core ELP Instructors and their eligible family members as defined in Provision 16.5 shall be entitled to receive vision care benefits. Such benefits shall be provided by the CSU through a carrier selected by the CSU, and the CSU hereby agrees the Employer contribution shall equal one hundred percent (100%) of the monthly premium for the duration of the agreement.
- 16.4 The CSU shall provide Core ELP Instructors with a life insurance and accidental death and dismemberment insurance policy at no cost to the employee. This program shall provide life insurance and accidental death and dismemberment insurance during the term of employment in the amount of ten thousand dollars (\$10,000) each for both types of coverage.
- 16.5 The term "eligible family member(s)" as used in this Article shall mean the Core ELP Instructor's legal spouse or registered domestic partner as defined pursuant to California Family Code Section 297 et seq. and subject to the Secretary of State's registration process, and children from birth to the end of the month in which the dependent children reach age twenty-six (26). An adopted child, step-child, natural child recognized by the parent, or a child living with the Core ELP Instructor in a parent-child relationship who is economically dependent upon the Core ELP Instructor is also eligible.

### Flex Cash Plan

- 16.6 Core ELP Instructors shall be entitled to participate in the CSU Flex Cash Plan. A Core ELP Instructor may waive health coverage in exchange for the current Flex Cash rate. In order to participate in the Plan, a Core ELP Instructor will be required to request participation and certify that s/he has alternate non-CSU coverage in the insurance being waived. The terms of this Plan shall be determined by the CSU. All administrative costs for participation shall be paid by the participating employees.

### Retirement

- 16.7 Pursuant to California Government Code Section 20380, or any successor(s) or substitute provision(s), all Core ELP Instructors are designated as state miscellaneous members under CalPERS.

### Parking Fees

- 16.8 Employees wishing to park at CSU Los Angeles shall pay the parking fees currently paid by other CSUEU-represented employees.
- 16.9 CSUEU-represented employees shall be entitled to park in any faculty, staff and student parking lots on campus that are currently restricted solely because the CSUEU-represented employees are not paying the same parking fee as students. Any lots or spaces that are currently unrestricted shall remain unrestricted to CSUEU-represented employees. The employees who pay the reserved lot/space fee may park in reserved lots/spaces.
- 16.10 The CSU shall provide payroll deductions for this purpose for Core and Term ELP Instructors.
- 16.11 Eligible bargaining unit employees shall be entitled to participate in the CSU Pre-tax parking Fee Deduction Plan. The implementation and terms of this program shall be determined by the CSU.

### Travel Reimbursement

- 16.12 Employee expenses incurred as a result of travel on official CSU business shall be reimbursed in accordance with CSU travel regulations. Such travel shall be pre-approved and authorized in writing prior to its undertaking by the Office of the Dean, College of Extended Studies and International Programs.

### Employee Assistance Programs

- 16.13 Employees shall have access to any campus Employee Assistance Program (EAP). Records pertaining to an employee's participation in the Employee Assistance Program shall remain confidential.
- 16.14 Leaves of absence without pay may be granted by the Dean of the College of Extended Studies and International Programs upon the recommendation of the Human Resources Office.
- 16.15 The Dean of the College of Extended Studies and International Programs may elect to defer further or pending disciplinary action until the completion of the rehabilitation program and a reasonable period of time after the employee has returned to work. At the end of this reasonable period, the decision to impose discipline will be reevaluated.

### Part-Time Employees Retirement Plan

- 16.16 Term ELP Instructors will be included in the Part-Time, Seasonal and Temporary (PST) Retirement Program administered by the Department of Personnel Administration's Savings Plus Program, a FICA-Safe Harbor Plan, in accordance with the regulations under section 3121(b)(7)(f) of the Internal Revenue Code, or any successor(s) or substitute provision(s) of that code section. The total cost of the plan will be paid by participating employees in the form of a seven and one-half percent (7.5%) pretax contribution, in accordance with section 414(h) of the Internal Revenue Code, from a participating employee's gross wages each pay period. There shall be no cost to the CSU. The CSUEU shall receive appropriate advance notice of any change to this Plan. In the case of termination of the Plan or revision of the employees' contribution rate, the CSUEU shall receive appropriate advance notice and the parties will meet and confer over the impact of such termination or revision.

### Public Transportation Incentives

- 16.17 CSULA will encourage the use of alternative transportation as appropriate to the campus' geographical region and as needed to comply with state and federal air quality rules and regulations. At the discretion of the President of the campus, subject to the State Controller's Office (SCO) procedures and IRS regulations, the CSU may establish, maintain, or cease transportation benefit programs. Campus programs that encourage the use of alternative transportation may include, but are not limited to:
- a. Free or discounted mass transit passes;
  - b. Van pools, which may or may not be subsidized;
  - c. Ride Share points;
  - d. Commuter tax benefit programs;

- e. Parking permits for bike riders in inclement weather and/or
  - f. Shared car programs on campus. Tax Sheltered Annuity
- 16.18 All ELP Instructors shall be eligible to participate in tax-sheltered annuity programs in accordance with the regulations and procedures as established by the CSU and according to IRS regulations.