



# CAL STATE EAST BAY Lecturer Eligibility Summary

As a Lecturer or Coach AY, benefits eligibility is based upon your contract(s). Should your appointment fall under **Section B**, please contact the Office of Human Resources at (510) 885-3634.

SECTION A IF YOUR APPOINTMENT IS:	SECTION B IF YOUR APPOINTMENT IS:
<p><u>Less than</u> six weighted teaching units (.40 time base) <b>OR</b> One Semester OR Academic Year (AY) appointment</p>	<p><u>More than</u> six weighted teaching units (.40 time base) <b>AND</b> One semester OR Academic year (AY) appointment</p>
<p><b>YOU ARE ELIGIBLE FOR THE FOLLOWING BENEFITS:</b></p> <ul style="list-style-type: none"> <li>• Catastrophic Leave Donation Program (Requires additional verification)</li> <li>• Dependent Care Account/HealthCare Account</li> <li>• Disability Leave Programs (If CalPERS member)</li> <li>• Family Medical Leave (Requires additional verification)</li> <li>• Long-Term Care (apply April – June)</li> <li>• Non-Industrial Disability</li> <li>• Retirement</li> <li>• Sick Leave/Personal Holiday</li> <li>• Voluntary Investment Programs (403(b), 401(k), 457)</li> <li>• Voluntary Miscellaneous Programs</li> <li>• Workers’ Compensation</li> </ul>	<p><b>YOU ARE ELIGIBLE FOR THE FOLLOWING BENEFITS:</b></p> <ul style="list-style-type: none"> <li>• Catastrophic Leave Donation Program (Requires additional verification)</li> <li>• Dependent Care Account/HealthCare Account</li> <li>• Disability Leave Programs (If CalPERS member)</li> <li>• Employee’s Assistant Program</li> <li>• Family Medical Leave (Requires additional verification)</li> <li>• Fee Waiver Program (May be eligible, contact Human Resources)</li> <li>• Flex Cash Reimbursement Account</li> <li>• Health Benefits (Medical, Dental, Vision)</li> <li>• Life Insurance (employer paid)</li> <li>• Long-Term Care (apply April – June)</li> <li>• Long-Term Disability (employer paid)</li> <li>• Non-Industrial Disability</li> <li>• Retirement</li> <li>• Sick Leave/Personal Holiday</li> <li>• Tax Advantage Premium Plan</li> <li>• Voluntary Investment Programs (403(b), 401(k), 457)</li> <li>• Voluntary Miscellaneous Programs</li> <li>• Voluntary/Supplemental Insurance</li> <li>• Workers’ Compensation</li> </ul>
	<p><b>Note Section B:</b> Eligibility for all disability programs except Workers’ Compensations has specific time base/duration</p>

**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 Human Resources Office immediately as it may affect your benefits. **NOTE: Your appointment is NOT averaged in order to qualify for benefits.**

If you are currently employed as a Lecturer with another CSU campus, please contact the Office of Human Resources at 510-885-3634 for possible benefits eligibility under Section B.