

General Benefits Eligibility Criteria

Regular Appointment (Staff/ Tenure Track) – Employee is appointed in a benefits-eligible classification with a time base of at least half-time (.50 time base) and with a length of appointment for at least six months and one day.

Lecturers and Coaches (R03) – In applicable class codes who are appointed for at least 6 weighted teaching units (.40 time base) for at least one semester.

Benefit Type	Initial Eligibility Criteria	Who is Eligible	Enrollment Period	Earliest Effective Date
Core Benefits				
Medical	Meet general benefits eligibility criteria.	Employee and eligible dependents	60-days from hire date or Open Enrollment	1 st of month after forms are received in HR
Dental			Automatically enrolled	- 1 st of month after hire date;
Vision				- 10/1 for Fall faculty; - 3/1 for Spring faculty
Flexcash	- Meet general benefits eligibility criteria; - Must have alternate non-CSU health and/or dental coverage.	Employee only	60-days from hire date or Open Enrollment	- If forms are received in HR by the 5 th of the month, effective 1 st of next month; - 10/1 for Fall faculty; - 3/1 for Spring faculty
Employer-Paid Benefits				
Employer-Paid Life, AD&D Insurance	- Meet general benefits eligibility criteria; - Bargaining units 1, 2, 3, 4, 5, 7, 8, 9, C99, M80, M98.	Employee only	Automatically enrolled	- 1 st of month after hire date; - 10/1 for Fall faculty; - 3/1 for Spring faculty
Medex Travel Assist	Must meet eligibility criteria for employer-paid Life Insurance	Employee and eligible dependents	Automatically enrolled	- 1 st of month after hire date; - 10/1 for Fall faculty; - 3/1 for Spring faculty
Employer-Paid Long-Term Disability (LTD)	- Meet general benefits eligibility criteria; - Bargaining units 1, 3, 4, M80, M98.	Employee only	Automatically enrolled	Hire date
Retirement Plans				
CalPERS	- If full-time, you must have an initial appointment for at least six months; - If part-time, you must have an initial appointment for at least one year; - If a temporary faculty member, you must be appointed for half-time or more and work two consecutive semesters. Membership begins with the start of the next	Employee only	Automatically enrolled	Hire date or the date eligibility criteria are met.

CSU Benefits Eligibility Criteria

Benefit Type	Initial Eligibility Criteria	Who is Eligible	Enrollment Period	Earliest Effective Date
	consecutive semester if appointed half-time or more.			
Part-time, Seasonal, Temporary (PST)	<ul style="list-style-type: none"> - Part-time employee who works less than half-time; Seasonal employee; - A temporary or permanent-intermittent employee who works less than 6-months or 125 days if employed on a daily basis, or less than 1,000 hours in a given fiscal year if employed on an hourly basis; - A half-time employee who has less than one academic year of credited service. 	Employee only	Automatically enrolled	The date eligibility criteria is met, usually hire date.
Voluntary Plans – Fully paid by the employee; CSU does not contribute.				
CSU 403(b) Tax Sheltered Annuity Plan	All CSU employees with the exception of some student classifications.	Employee only	Anytime	1 st of month following the pay period that the deduction was taken.
Savings Plus Program – 401(k) & 457 Plans	All CSU employees except part-time or temporary employees who are contributing mandatorily to the PST Retirement Plan.	Employee only	Anytime	1 st of month following the pay period that the deduction was taken.
Health Care Reimbursement Account (HCRA)	All CSU employees with a time base are eligible except for Rehired Annuitants and FERP participants.	Health-related expenses for employee and eligible dependents	<ul style="list-style-type: none"> - 60-days from hire date or Open Enrollment; - Must re-enroll every year during Open Enrollment to continue. 	<ul style="list-style-type: none"> - If forms are received in HR by the 5th of the month, effective 1st of next month; - 10/1 for Fall faculty; - 3/1 for Spring faculty
Dependent Care Reimbursement Account (DCRA)	All CSU employees with a time base are eligible except for Rehired Annuitants and FERP participants.	For dependent child related expenses (i.e. child care)	<ul style="list-style-type: none"> - 60-days from hire date or Open Enrollment; - Must re-enroll every year during Open Enrollment to continue. 	<ul style="list-style-type: none"> - If forms are received in HR by the 5th of the month, effective 1st of next month; - 10/1 for Fall faculty; - 3/1 for Spring faculty
Legal Plan	All CSU employees with a time base are eligible except for Rehired Annuitants and FERP participants.	Employee and eligible dependents	<ul style="list-style-type: none"> - 60-days from hire date or Open Enrollment; - Must remain in the plan for the entire benefit plan year. 	1 st of month following the pay period that the deduction was taken.
Critical Illness	- All CSU employees with a time base are eligible except for Rehired Annuitants and FERP	Employee and eligible dependents	60-days from hire date for guarantee issue	The date the employee signs the application.

CSU Benefits Eligibility Criteria

Benefit Type	Initial Eligibility Criteria	Who is Eligible	Enrollment Period	Earliest Effective Date
	participants; - Employee must be covered under a medical plan; - Plan Issue age for employee and spouse/ domestic partner is 18 – 64.			
Auto & Home Insurance	- All CSU employees are eligible except for Rehired Annuitants and FERP participants; - No time base required.	Employee and eligible dependents	Anytime	The same date the coverage is actually bound.
Life Insurance	Meet general benefits eligibility criteria.	Employee and eligible dependents	- 60-days from hire date for guarantee issue; - Otherwise, can enroll at anytime.	1 st of month following the pay period that the deduction was taken.
AD&D Insurance	Meet general benefits eligibility criteria.	Employee and eligible dependents	Anytime	1 st of month following the pay period that the deduction was taken.
Long-Term Disability (LTD)	- Meet general benefits eligibility criteria; - Excludes employees who are currently eligible for the employer-paid LTD plan.	Employee Only	- 60-days from hire date for guarantee issue; - Otherwise, can enroll at anytime.	1 st of month following the pay period that the deduction was taken.
Other Plans				
Fee Waiver Program	- Full-time or part-time permanent staff employees; - Full-time probationary employees; - Full-time managers; - Tenured, probationary, and temporary faculty with a 3-year appointment; - Coaches with at least 6-years of full-time equivalent service in the department.	- Employee and eligible dependents; - Determined by bargaining unit.	Refer to Fee Waiver website for deadlines	Refer to Fee Waiver website
Employee Assistance Program (EAP)	All CSUMB employees	Employee and members of household	Automatically enrolled	Hire date

Disclaimer: This document is a summary of CSUMB benefits information and does not contain entire plan specifics. Please refer to each plan's Memorandum of Understanding for more detailed information.

HR Benefits
csumb.edu/BENEFITS