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8.19 Benefits Required by Law

Saint Mary's College of California

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8.19 Benefits Required by Law

8.19.1 Workers' Compensation

All employees (excluding consultants/independent contractors and Christian Brothers) are covered by workers' compensation insurance for work-related injuries or illnesses, as required by law, at no cost to the employee. The coverage is effective on the first day of employment. Benefits may include payment for eligible expenses related to an injury or illness, weekly payments to supplement lost wages or permanent disability benefits. An injured worker may also be eligible for vocational rehabilitation benefits, which include retraining for or placement into an alternative occupation. The cost is paid by the College. For more information on the Workers' compensation Program, see the Director of Benefits in Human Resources.

8.19.2 Unemployment Insurance (UI)

All employees (excluding student workers during the academic year, Christian Brothers and consultant/independent contractors) are eligible to apply for State Unemployment Insurance (SUI), and may receive Unemployment payments depending on the reason(s) for unemployment. The employee is responsible for submitting a claim to the State Employment Development Department (EDD). The cost of Unemployment Insurance is paid by the College. This is a reimbursable program that is paid by the College when claims are filed, not the State.

8.19.3 State Disability Insurance (SDI)

All employees (excluding student workers during the academic year, Christian Brothers and consultant/independent contractors) are covered by State Disability Insurance (SDI). This insurance is payable when the employee is unable to work because of a non-work related accident or illness. The State of California annually determines both the contribution rate and the payment rates for eligible employees. Unemployment and Disability benefits cannot be paid for the same period. State Disability Insurance provides limited income during short-term disabilities (up to 52 weeks) and is funded by employees through payroll deduction.

Because SDI benefits do not entirely replace wages that are not earned during a covered absence, employees may coordinate the benefits provided under the State Disability Insurance program

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with accrued vacation and sick leave in order to maximize these benefits. Contact Human Resources for details on benefit coordination.

8.19.4 Paid Family Leave Program (PFL)

The Paid Family Leave program (PFL), enacted into law by the California State Legislature on January 1, 2004, provides partial wage replacement for employees who suffer a wage loss in order to care for a seriously ill family member or for the birth or adoption of a new child. It does not provide additional leave, job protection or reinstatement rights beyond those provided by the Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), or any other pre-existing applicable leave entitlement.

PFL benefits may be paid for a maximum of six (6) weeks within a 12-month period, following a mandatory seven (7) day waiting period. The 12-month period is measured from the first day the employee first establishes a valid claim for PFL benefits. Benefits received from PFL will be coordinated with an employee's accrued time off benefits. An employee may use accrued unused sick leave or vacation during the mandatory seven (7) day waiting period and supplement their PFL benefits with any remaining accrued leave. At no time can an employee receive more than 100% of his/her regular compensation.

Employees wishing to receive pay under this program must apply to the State of California for these benefits. For more information, contact Human Resources.

8.19.5 FICA/Medicare

All employees (excluding student workers during the academic year, Christian Brothers and consultant/independent contractors) are required by law to contribute FICA and Medicare with a matching contribution from the College. These mandated programs provide income and benefits to those age 65 and older.