



**BENEFITS FOR PART-TIME BENEFITED EMPLOYEES ARE AS FOLLOWS:**

**Health Insurance** - The medical plan is an HMO through Kaiser.

**Medical Coverage** - Effective on the 1st day of the month following 30 days of employment.

Employee pays 25% of the premium for the employee’s coverage only.

Employee Coverage only                   \$ 88.38

Voluntary enrollment for your Spouse and/or Family at a 100% premium is an option. If interested, please contact HR for more information.

**Dental Insurance** - The dental plan is an HMO through Metlife.

**Dental Coverage** – Effective on the 1st day of the month following six (6) months of employment.

Employee monthly deductions towards the cost of dental insurance premium are as follow:

Employee	\$ 5.88
Employee + One	\$ 16.71
Employee + Family	\$ 24.12

**Life Insurance** – Effective on the first day of the month following 30 days of employment. Life insurance coverage of \$10,000 plus AD&D will be paid by ASC (your department).

**TIAA-CREF Retirement Plan DC-346838 (GRA)** -- Employees are eligible to participate in ASC’s Retirement Plan immediately with a two year “cliff” vesting period. The plan is administered through TIAA-CREF. Employee will have a choice of contribution levels as follows:

<u>Contribution Percentage of Compensation</u>	<u>Percentage of Participant’s Compensation as Matching Contribution</u>
Less than 2% of compensation	0% of Participant Compensation
2% or greater, but less than 5% of Compensation	4% of Participant Compensation
5% or greater of Compensation	8% of Participant Compensation

**Supplemental Retirement Benefit Plan DC -346838 (GSRA)** – employees may also participate in the Group Supplemental Retirement plan by completing an Enrollment and Salary Reduction Form for TIAA/CREF. ASC (your department) will not provide a matching contribution on behalf of the employee to this plan.

**Vacation** - Immediate Accrual

Employees accrue monthly vacation hours according to the schedule below:

<u>Length of Services</u>	<u>Non-Exempt/Hourly</u>
1 - 60 months (5 years)	5.0
61 -120 months (10 years)	7.5
121- 180 months (15 years)	8.5
181- 240 months (20 years)	10.0
>241 months and up	11.5

**Sick Leave** – Immediate Accrual

Employees will accrue 2.5 hours per month.

**Paid Holidays:** Immediate coverage for part-time benefited employees. Holiday pay is based on a 6-hour pay. ASC provides 13 paid holidays and one paid personal holiday each year. The 13 paid holidays are New Year's Day, Martin Luther King, Jr. Day, Lincoln's Birthday, President's Day, Cesar Chavez, Memorial Day, Independence Day, Labor Day, Admission Day, Columbus Day, Veteran's Day, Thanksgiving, and Christmas Day. Lincoln's Birthday, Admission Day and Columbus Day are Compensated Time Off (CTO) hours. Holidays falling on a Saturday are observed on the preceding Friday. Holidays falling on a Sunday are observed on the following Monday. Your personal holiday will be credited to your CTO hours after Three (3) months of employment.

**Discount Tickets-** Immediate Eligibility

Employees may obtain discount tickets for various amusement parks, movies, and other attractions.

**Before Tax Deductions** - Employee benefit deductions are taken before tax. If you do not wish to have your benefits deducted before tax, inform the Human Resource.

**Benefit Administration**– All benefits will be administrated according to Policies, Procedures and/or Summary Plan Descriptions. Should there be any questions or different interpretations, the benefit will be determined by ASC (Human Resources or Executive Management).

*CSU Fullerton ASC reserves the right to discontinue or modify any benefit offered by ASC.*

Books for all plans are available in the Human Resources Office

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