

Side Letter of Agreement 2013-14.8

Cabrillo Community College District (District) and the Cabrillo College Federation of Teachers (CCFT)

Article 10, Leaves State Disability Insurance for Adjunct Employees Only

Adjunct employees are eligible to file with the Employment Development Department (EDD) for State Disability Insurance (SDI).

It is the responsibility of the employee to file with the EDD in accordance with SDI filing dates and processes. The employee shall work with the District Payroll department to coordinate paid leave benefits.

For the period of July 1, 2013 through June 30, 2014, an employee may integrate paid SDI leave with other available paid leaves to receive 100% of compensation (combine SDI payments with paid District leave simultaneously). To allow for the integration of paid leave, the employee must authorize in writing with the EDD, which will enable the District's Payroll department to verify the weekly benefit amount. This is currently done on the EDD claim form for Disability Insurance benefits by indicating that the EDD may "disclose benefits payment information to the employer."

In cases where integrated paid leave is used, the employee is responsible for ensuring that the total amount received from the EDD and the District does not exceed 100% of the compensation the employee would have otherwise received. If the combination of payment from EDD and the District exceed 100% of the compensation, the Payroll department will automatically make the appropriate pay adjustment. If the employee works for more than one employer covered by SDI, the employee is responsible for providing EDD with relevant information to ensure the maximum payment.

State Disability Insurance consists of two components, Disability Insurance (DI) and Paid Family Leave (PFL):

1. Disability Insurance (DI):

- (a) Employees who suffer a loss of wages when they are unable to work due to a non work-related illness or injury, pregnancy or childbirth, may be eligible for DI benefits.
- (b) Disability is any illness or injury, either physical or mental, that prevents an employee from doing his or her regular or customary work. Disability also includes elective surgery, pregnancy, childbirth, or related medical conditions.
- (c) DI benefits may be payable for a maximum of 52 weeks as determined by EDD.
- (d) For additional information regarding State Disability Insurance, refer to

www.edd.ca.gov/disability/DI_Eligibility.htm.

- (e) Disability leave may be used in conjunction with: Personal Illness and Injury Leave (Article 10.2.2), Extended Illness & Injury Leave (Article 10.2.3), or Leave for Pregnancy Disability (Article 10.6).

2. Paid Family Leave (PFL):

- (a) Employees who stop working or reduce work hours to care for a seriously ill family member or to bond with a new child may be eligible for Paid Family Leave benefits.
- (b) Paid Family Leave includes bonding with a new child (including adoption and foster care placement), caring for an immediate family member (spouse, domestic partner, child or parent) with a serious health condition, or for the employee to take medical leave.
- (c) PFL benefits may be payable for a maximum of 6 weeks as determined by EDD.
- (d) For additional information regarding Paid Family Leave, refer to www.edd.ca.gov/disability/PFL_Eligibility.htm.
- (e) Paid Family Leave may be used in conjunction with the following paid leaves: Personal Illness and Injury Leave (Article 10.2.2); Personal Necessity Leave (Article 10.3); and Individual Responsibility Leave (Article 10.5).

CCFT and the District agreed to implement State Disability Insurance for adjunct faculty after a majority of adjunct faculty elected coverage in March of 2011. Participation in the plan applies to all adjunct faculty members; payroll deductions cover the cost of participation (see Article 14.4.9.3).

Date

Date

For Cabrillo Community College District

For Cabrillo College Federation of Teachers
(CCFT)