UNIVERSITY OF SAN FRANCISCO

Human Resources Benefits Team
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To: **University of San Francisco Faculty and Staff**

From: **Human Resources Benefits Team**

Date: **December 12, 2020**

Re: **California Voluntary Plan Benefits - Year 2021**

The University of San Francisco's Voluntary Disability Insurance Plan (VDI) gives you short –term disability coverage under a plan administered by the university instead of through the state-administered California State Disability Insurance (SDI). This memo is to notify you of changes to the VDI plan for the 2021 calendar year.

The State announced that effective January 1, 2021, the State Disability Insurance Plan tax rate will increase to 1.2% and the taxable wage base will increase to $128,298 of an employee's annual earnings. The maximum annual deduction will increase to $1,539.58. The State Disability Insurance Plan maximum weekly benefit will increase to $1,357.

Effective January 1, 2021, the following provisions will take affect for the University's Self-Insured California Voluntary Disability Plan:

Contribution Rate:

The employee contribution for 2021 under the voluntary plan will be 0.8% of the first $128,298 of your calendar year earnings with the University. Your cost for the VDI plan effective January 1, 2021 is 0.8% of the first $128,298 of annual earnings (or a maximum contribution of $1,026.38).

Maximum Benefit:

The USF Voluntary Plan maximum weekly benefit for which an Employee is covered under the Plan will be **60%** of **current Earnings to a maximum of $1,357 per week** subject to a minimum of $50 per week. However, if your weekly wages are less than the state average weekly wage (AWW) then the maximum weekly benefit will be 70% of current Earnings. In either case you will never receive benefits less than that of the State Disability Insurance Weekly Benefit Amount (WBA).

Paid Family Leave Benefits under the USF Voluntary Plan will be paid the same amount as the maximum and minimum weekly Disability benefit under the Voluntary Plan. There is no waiting period for Paid Family Leave.

Beginning January 1, 2021, the Senate Bill (SB) 1123, chaptered and signed into law by the Governor, will expand the scope of the Paid Family Leave(PFL) program to allow an employee to receive benefits for leave taken for a qualifying exigency related to the covered active duty or call to covered active duty of the employee's family member in the U.S. Armed Forces.

If you have any questions about this Voluntary Plan benefit or your disability benefits in general, or, if you wish to withdraw from the Voluntary Plan and enroll in the State Disability Plan, please contact the Human Resources Benefits Team no later than **January 10, 2021.**