To: University of San Francisco Faculty and Staff
From: Human Resources Benefits Team
Date: December 12, 2019
Re: California Voluntary Plan Benefits - Year 2020

The University of San Francisco’s Voluntary Disability Insurance Plan (VDI) provides California employees with short-term disability coverage under a plan administered by the university instead of through the state-administered California State Disability Insurance Plan (SDI). This email is to notify you of changes to the VDI plan for the 2020 calendar year.

The State of California announced that effective Jan. 1, 2020, the State Disability Insurance Plan tax rate will remain at 1.0 percent and the taxable wage base will increase to $122,909 of an employee’s annual earnings. The maximum annual deduction will increase to $1,229.09. The State Disability Insurance Plan maximum weekly benefit will increase to $1,300.

Effective Jan. 1, the following provisions will take affect for the university’s Self-Insured California Voluntary Disability Plan (VDI):

**Contribution Rate:**
The employee contribution for 2020 under the Voluntary Disability Plan will be 0.8 percent of the first $122,909 of your calendar year earnings with the university. Therefore the maximum annual deduction will be $983.27.

**Maximim Benefit:**
The USF Voluntary Disability Plan maximum weekly benefit for employees under the Plan will be 60 percent of current earnings to a maximum of $1,300 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 percent 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 Disability Plan, employees will be paid the same amount as the maximum and minimum weekly disability benefit. There is no waiting period for Paid Family Leave.

Beginning July 1, 2020, the Senate Bill (SB) 83, chaptered and signed into law by the governor, will extend the maximum duration of Paid Family Leave (PFL) benefits individuals may receive from six to eight weeks.

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