



Date: December 7, 2023
To: All California Employees
From: Human Resources
RE: Changes to our California Voluntary Plan for 2024

Legislative Update

Beginning January 1, 2018, Assembly Bill 908 establishes a new methodology for calculating the Weekly Benefit Amount (WBA) for Disability Insurance (DI) and Paid Family Leave (PFL) benefits whenever your benefit will be payable at the State Plan rate or between 60 and 70 percent of your earnings. Assembly Bill 908 also eliminates the waiting period for all PFL claims.

Assembly Bill 138 and Senate Bill 951 extends this greater benefit percentage through December 31, 2024.

For claims beginning on or after January 1, 2024, The Santa Clara University Voluntary Disability Plan will continue to provide employees benefits equal to 60% or 70% of your weekly earnings, based on your income, up to a maximum weekly benefit of \$1,700.

Benefits for Paid Family Leave, which are also paid in an amount equal to 60 or 70 percent of your weekly earnings based on your income will also increase to a maximum weekly benefit of \$1,700.

Santa Clara University's 2024 contribution formula of 1.1% of your total calendar year wages is the same amount that you would be required to contribute under the State Plan.

You have the right to withdraw from the Plan whenever there is a change made to the Plan. If you decide to withdraw, you must do so in writing. You have 10 days from the date of this announcement to submit your written notification to the Benefits Department. Once you withdraw, you will be covered by the State Plan, on the first day of the quarter following the date of your withdrawal. The State Plan generally pays a lower benefit and has more restrictive provisions than our Voluntary Plan.

If you have any questions about these changes, please contact your Human Resources Department.