

**FACT SHEET**  
**AB 381 (Assembly Member Block):**  
**Part-Time Faculty SDI**

**Purpose:** To provide part-time community college faculty within a bargaining unit the ability to elect as a group to participate in the California State Disability Insurance Program (SDI).

**Summary:** Short-term disability benefits provide a financial safety net in the event that a faculty member needs an extended break from work to care for themselves or a member of the immediate family. Among the events that would qualify a faculty member to be compensated through such a plan would be caring for sick elderly patients, confronting cancer or preparing for a new baby in the home.

The State offers an employee paid short-term disability plan, administered through EDD. This plan offers a minimum of ten compensated weeks for maternity leave and up to 52 weeks for recovery from other non-work related illness. Unfortunately, public employees are exempted from participating in the state plan. Therefore, part time faculty has only their accumulated sick leave to rely on in the event of an extended illness.

For part-time faculty, any accumulated sick leave can only be used during an academic term in which they are currently employed. To make matters worse, if a faculty member is collecting unemployment insurance and becomes ill and unable to look for work, they will become ineligible to continue to receive unemployment benefits. However, if the part-time faculty member participates in the SDI program, they would be seamlessly transferred out of UI and into SDI.

**Problem:** Current law requires bargaining units to elect to include all members of the unit in the SDI program. However, for many tenure track faculty this might be an unnecessary cost considering that they have, on average, twelve sick days per year and many have access to a sick leave donation bank. Changing the law would allow part-time faculty to participate if the tenure track faculty of a bargaining unit did not choose to.

**Solution:** This bill would modify the unemployment insurance code to allow community college academic bargaining units to choose to elect either all members of the bargaining unit or only the temporary employees within the bargaining unit into the SDI program.

**Rationale:** Part-time community college faculty in the State lack adequate coverage to financially protect themselves when faced with a non-work related short term disability.

**For More Information:**

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