



To: All California Employees of Santa Clara University  
From: Eréndira E. Rubin, Human Resources Employment Counsel  
Date: December 1, 2016  
Subject: California Voluntary Plan Amendments Effective 01/01/17

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**State SDI:**

The State of California has announced that the State Disability Insurance Plan rate for 2017 will be 0.90% and the taxable wage base will increase to \$110,902 of annual earnings. The maximum weekly benefit amount (MBA) has been increased to \$1,173 per week and the maximum benefit amount (MBA) for disability will be \$60,996 and for Paid Family Leave \$7,038.

***As you are aware, all of our California employees are covered by our improved Self-Insured California Voluntary Disability Plan, which is a State approved replacement for your participation in the State Plan. Effective January 1, 2017, the following provisions will take affect for our improved Self-Insured California Voluntary Disability Plan:***

**Contribution Rate:**

The contribution rate for our improved Voluntary Disability Plan will be 0.90% of **\$110,902** of your annual earnings. This is a maximum annual contribution of **\$998.12**.

**Maximum Benefit:**

The maximum weekly benefit for our improved Voluntary Disability Plan will **be equal to 60%** of your Regular Wages up to a maximum of \$1,180.

Although our Plan does contain some limitations, which may apply to individual employees in certain situations, no employee will ever receive less under our Plan than the employee would have received under the State Plan. In accordance with the California Unemployment Insurance Code, employees who are participating in the Company's California Voluntary Disability Plan have the right to discontinue their coverage under this Plan by notifying the Company, in writing, of their decision within ten (10) days following the effective date of any amendment to the Plan.

If you have any additional questions or would like more details regarding our Voluntary Plan benefits, please do not hesitate to contact me.