

Colorado State University

Non-Student Hourly (Temporary Hourly)



This summary is not all-inclusive and should not be considered a replacement for more detailed information set forth in the certificates of coverage or master plan documents. In the event of a conflict between this information and the official plan documents, the plan documents will govern.

ACA Medical



Under the Affordable Care Act (ACA), CSU is required to offer health insurance to eligible variable-hour employees, or those who work an average of 30 or more hours a week during the applicable measurement period. No action is required from you to determine if you are eligible for ACA medical coverage.

If you have worked an average of 30 hours per week or more for at least 90 continuous days, CSU Human Resources will provide an offer of coverage when criteria is met. ACA medical coverage is not guaranteed or available immediately following employment.



ACA Medical Eligibility

Sick Leave Accrual

The Healthy Families and Workplaces Act requires employers to provide paid sick leave to their employees, accrued at one hour of paid sick leave for every 30 hours worked, up to a maximum of 48 hours per year.

Leave may be used for treatment or recovery of an illness, injury or other health condition of the employee or an eligible family member. It may also be used if the employee is a victim of assault or criminal harassment and may need treatment or other services.



Family and Medical Insurance Leave (FAMLI)

CSU's FAMLI plan provides for a portion of an employee's weekly salary for up to 12 weeks to care for themselves or a family member. FAMLI income replacement benefits are primary to other leave programs.



Well-Being Hub

CSU cares about our faculty and staff – you're a part of our Ram Family. We care about the whole you: your health, wellness and community matter at work and at home.

CSU resources within the Well-Being Hub help with many aspects of your life – financial, physical, emotional, medical, family, workplace wellness. These resources are part of our investment in you. The hub includes resources from the Employee Assistance Program, Community resources and Employee Housing programs.

Mandatory Retirement

CSU employees do not participate in Social Security, so employees

are required to contribute to Colorado PERA and contribution amounts are determined by law.



Voluntary Retirement

These plans are supplement the mandatory retirement. The 403(b) is available through Fidelity, and PERA administers the 457 and 401(k) plans. Contributions can be made up to the IRS annual maximums.

Duo & GlobalProtect

Duo and GlobalProtect VPN are required when accessing Employee Self-Service from off-campus. These provide two-factor authentication to better protect your account when accessing outside the campus network.



Employee Self-Service (ESS)

Use the CSU Benefits option under ESS to access to your personal information, direct deposit, W4 and W2 information, pay advices and the total reward calculator.



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