

# Sarah Gregory

**From:** Human Resources [Please Read]  
**Sent:** Monday, December 16, 2019 2:32 PM  
**Subject:** Benefit Update: 2020 Disability Insurance Plan for CA Employees  
**Attachments:** 2020 Marvell CA VDI Plan Doc.pdf

## MARVELL Benefit Update



California Employees:

Our California employees are covered by Marvell's self-insured California Voluntary Disability Insurance (CA VDI) Plan, which is a replacement for your participation in the California State Disability Insurance (CA SDI) Plan. Marvell's CA VDI Plan offers better benefits at a lower cost than CA SDI. The following table compares the 2020 Marvell CA VDI Plan to the 2020 CA SDI Plan:

	2020 Marvell CA VDI	2020 CA SDI
Cost to Participants	0.75% of earnings up to \$122,909 per year, or a maximum annual contribution of <b>\$921.82</b>	1.0% of earnings up to \$122,909 per year, or a maximum annual contribution of <b>\$1,229.09</b>
Disposition of excess contributions	<b>Returned to California employees through enhanced benefit programs</b>	retained by California
Filing of claim	<b>60 days</b>	49 days
Additional Resources	<a href="mailto:hrhelpdesk@marvell.com">CA VDI Plan document</a> <a href="mailto:hrhelpdesk@marvell.com">hrhelpdesk@marvell.com</a>	<a href="#">CA SDI Disability DE 2515</a> <a href="#">CA SDI PFL DE 2511</a>
<b>Disability Insurance</b> provides short-term benefits to eligible workers who have a full or partial loss of wages due to an illness, injury, or pregnancy.		
Benefits Begin	8 <sup>th</sup> day of disability	same
Weekly Benefit Amount	60% <sup>[1]</sup> of earnings to <b>\$3,464</b> weekly maximum <sup>[2]</sup>	60% <sup>1</sup> of earnings to \$1,300 weekly maximum
Maximum Benefit Amount	52 x Weekly Benefit Amount	same
<b>Paid Family Leave (PFL)</b> provides benefits to individuals who need to take time off work to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner. Benefits are also available to new parents who need time to bond with a new child entering their life either by birth, adoption, or foster care placement.		
Benefits Begin	No waiting period	same
Weekly Benefit Amount	60% <sup>1</sup> of earnings to \$1,300 weekly maximum	same
Maximum Benefit Amount <sup>[3]</sup>	6 x PFL Weekly Benefit Amount Effective July 1, 2020: 8 x PFL Weekly Benefit Amount	same

In accordance with the California Unemployment Insurance Code, employees who are participating in Marvell CA VDI have the right to discontinue their coverage under this Plan within ten (10) days following

the effective date of any amendment to the Plan or at the beginning of any calendar quarter. If you choose to opt out of CA VDI, you will be required to contribute to CA SDI. That means you will have money withheld from your pay as required by CA SDI and receive less benefits than what you would receive from Marvell CA VDI. If you desire to withdraw from Marvell CA VDI, please email the [hrhelpdesk@marvell.com](mailto:hrhelpdesk@marvell.com) to request a rejection form.

Please contact [hrhelpdesk@marvell.com](mailto:hrhelpdesk@marvell.com) with any questions.

Thank you,  
The Benefits Team

<sup>[1]</sup> Employees who earned less than one-third of the state average quarterly wage during the highest earnings quarter in their Base Period will receive 70% of the highest quarterly earnings of the Base Period. When you report a claim to The Hartford, the EDD will notify you in writing of the minimum weekly benefit amount you are eligible to receive. You will never receive less from CA VDI than what you would have received under CA SDI.

<sup>[2]</sup> Part time employees receive the CA SDI level of benefits.

<sup>[3]</sup> Effective for new PFL claims starting on or after July 1, 2020, the maximum benefit amount will increase from 6 to 8 times the weekly benefit amount.

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