



LAES has developed a series of immigrant issue instructional modules entitled "Tierra de Oportunidad" for orientation to our complex society.

LAES - Making Choices About Jobs

Tierra de Oportunidad - Module 1

Reading Exercise C

Student: Please read the following descriptions and prepare to explain to your classmates. Also, be ready to answer their questions.

Work Related Benefits And Salary Deductions

Deductions

1. Work Related Benefits and Salary Deductions.

Employers must pay into the California Unemployment Insurance Fund. The exact rate depends on the employer's worker turnover. UI is not a deduction from the worker's wages but a payment by the employer. MANDATORY

Employer Contributions

5. Retirement Plans.

Many but not all employees contribute to a pension or retirement plan for their employees. Arrangements vary tremendously from plan to plan. The employer's contribution sometimes is tied to an employee's contribution, making saving practices an important issue. OPTIONAL

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