



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 D

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. State Disability Insurance Payments.

Employers must pay into the State Disability Insurance Fund. This fund provides support to workers who are unable to work because of a short term injury, illness, or disability. Long term disability falls under the Workers' Compensation System. MANDATORY

Employer Contributions

5. "Cafeteria Plans.

Some companies allow their employees to choose among a menu of different benefits, up to some maximum amount. These choices need to be made individually and often require a good deal of thought about how to maximize benefits. OPTIONAL

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