

CUNY Human Resources - Full-Time Blue and White Collar Classified Benefits Summary

<p>Health Insurance Benefits</p>	<p>The option of several HMOs, PPO's, and POS's is provided through the City of New York. See the "Summary Program Description" booklet at http://www.nyc.gov/html/olr/downloads/pdf/healthb/full_spd.pdf. Additional information and rates are available online at http://www.nyc.gov/html/olr/html/home/home.shtml. (Click on "Health Benefits Program" on the left-hand side menu.) If appointment is expected to last at least six months, effective dates for health insurance are as follows:</p> <table border="0" data-bbox="495 402 1906 496"> <tr> <td><u>Employment Status</u></td> <td><u>Benefit Effective Date</u></td> </tr> <tr> <td>Probable Permanent / Permanent</td> <td>Date of hire (if paperwork received within 31 days of hire)</td> </tr> <tr> <td>Provisional / Temporary</td> <td>91st day from the date of hire (if paperwork is submitted in that timeframe)</td> </tr> </table>	<u>Employment Status</u>	<u>Benefit Effective Date</u>	Probable Permanent / Permanent	Date of hire (if paperwork received within 31 days of hire)	Provisional / Temporary	91st day from the date of hire (if paperwork is submitted in that timeframe)
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<p>Welfare Fund Benefits</p>	<p>For titles covered by District Council 37 (DC 37), Welfare Fund benefits are effective on date of hire (provided that enrollment card is submitted in a timely fashion). See www.dc37.net for more information on the Welfare Fund benefits. Some benefits include:</p> <ul style="list-style-type: none"> • Dental - Provided by DC 37 (will not receive an ID card) • Optical (Vision) – Provided by DC 37 (will not receive an ID card; contact DC 37 for Optical Voucher – voucher valid for 90 days only) • Prescription Drugs - Provided by Prescription Solutions (will receive an ID card) • Tuition Reimbursement - \$800 per employee per calendar year provided by DC 37 <p>For all other titles, contact the appropriate union Welfare Fund. For contact information, visit http://www.cuny.edu/about/administration/offices/lr/labor-orgs/unions.html.</p>						
<p>Retirement Benefits</p>	<p>Probable permanent and permanent employees are required to join a pension plan, while provisional and temporary employees have the option to join the New York City Employees' Retirement System (NYCERS). Vesting is provided after 10 years of Credited Service. Go to www.nycers.org for detailed information on NYCERS.</p>						
<p>Tax- Deferred Annuity (TDA) 403(b) Plans</p>	<p>The MetLife 403(b) Plan offers a voluntary, supplemental retirement savings plan through employee tax-deferred savings contributions. Contact Human Resources for more information.</p>						
<p>New York State Deferred Compensation 457(b) Plan</p>	<p>The NYSDCP 457(b) Plan is a voluntary, supplemental retirement savings plan offered by New York State. Go to https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp for more information. Employees have two options:</p> <ul style="list-style-type: none"> • Tax-Deferred Contributions - not subject to current federal or New York State income taxes; contributions and any earnings grow tax deferred; withdrawals will be taxed as ordinary income when you may be in a lower tax bracket (generally at retirement). • Roth After-Tax Contributions – contributions are made after tax so withdrawals are tax free (as long as you're at least age 59½ and do not take withdrawals from your Roth account for at least five years after your first Roth contribution is made to the plan). 						
<p>Flexible Spending Accounts (FSA) Program</p>	<p>If eligible for Health Insurance Benefits, employee is eligible for the Dependent Care Assistance Program (DeCAP), Health Care Flexible Spending Accounts Program (HCFSA), Medical Spending Conversion (MSC) Buy-Out Waiver (BOW) Program, and Medical Spending Conversion (MSC) Premium Conversion Program as long as paperwork is received within 31 days for probable permanent and permanent employees and within 90 days for provisional and temporary employees. Go to www.nyc.gov/fsa for detailed information and enrollment forms.</p>						

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<p>Tuition Fee Waiver</p>	<p>Employees are eligible to receive a tuition waiver for their own study at a CUNY school subject to certain limitations:</p> <table border="1"> <thead> <tr> <th>Employee Category</th> <th>Service Requirement</th> <th>Course Type & Credit Limit</th> </tr> </thead> <tbody> <tr> <td>CUNY Office & Administrative Assistants</td> <td>6 months</td> <td>Undergraduate - no limit, Graduate - 6 credits</td> </tr> <tr> <td>White Collar Employees</td> <td>1 year</td> <td>Undergraduate - no limit, Graduate - 3 credits</td> </tr> <tr> <td>Blue Collar Employees</td> <td>1 year</td> <td>Undergraduate - no limit, Graduate - 3 credits</td> </tr> </tbody> </table> <p>Employees are eligible to waive tuition during Summer Session for Undergraduate courses only.</p>	Employee Category	Service Requirement	Course Type & Credit Limit	CUNY Office & Administrative Assistants	6 months	Undergraduate - no limit, Graduate - 6 credits	White Collar Employees	1 year	Undergraduate - no limit, Graduate - 3 credits	Blue Collar Employees	1 year	Undergraduate - no limit, Graduate - 3 credits
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<p>Voluntary Benefits</p>	<ul style="list-style-type: none"> • Corporate Counseling Associates – CUNY Work/Life Program (Employee Assistance Program) • Personal Service Unit – for DC 37 titles only, visit http://www.dc37.net/benefits/health/personal.html • CUNY e-MALL (discounts for CUNY employees) • Municipal Credit Union - Savings & Checking accounts and many other financial services • New York's 529 College Savings Program – Visit https://www.nysaves.org/content/home.html for more information • Transit Benefit Program through WageWorks – Visit https://www.wageworks.com/employees.aspx for more information • Voluntary Insurance Program - DC 37 titles only are eligible. Call 1-800-347-6071 for more information 												
<p>Time & Leave</p>	<p>Time and Leave for DC 37 Full-Time White Collar Classified Titles: http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_FullTimeClassifiedEmployees_WhiteCollar.pdf</p> <p>Time and Leave for DC 37 Full-Time Blue Collar Classified Titles: http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_FullTimeClassifiedEmployees_BlueCollar.pdf</p> <p>Time and Leave for All Other Full-Time Classified Titles: http://www.cuny.edu/about/administration/offices/lr/labor-orgs/unions.html</p>												