

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

<p>Health Insurance Benefits</p>	<p>Part-Time Classified Titles with a six (6) month appointment and regularly scheduled for 20 or more hours per week are eligible for health benefits through the City of New York. Health insurance benefits are effective on the 91st date of appointment as long as paperwork is received within that time period. 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.) City of New York employees hired after 7/1/2019 will only be eligible to enroll in the Emblem HIP HMO Preferred Plan and must remain in HIP HMO Plan for the first year of employment.</p>
<p>Welfare Fund Benefits</p>	<p>Part-time White Collar Classified Titles must be regularly scheduled for 17.5 or more hours per week and Part-time Blue Collar Classified Titles must be regularly scheduled for 20 or more hours per week to be eligible for Welfare Fund benefits. 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/labor-relations/labor-contracts/</p>
<p>Retirement Benefits</p>	<p>Employees have the option to join the New York City Employees' Retirement System (NYCERS). Membership allows for vesting 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>TIAA TDA offers a voluntary, supplemental retirement savings plan through employee tax-deferred savings contributions.</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 Program, and Medical Spending Conversion (MSC) Premium Conversion Program as long as paperwork is received within 90 days. Go to www.nyc.gov/fsa for detailed information and enrollment forms.</p>

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<p>Voluntary Benefits</p>	<ul style="list-style-type: none"> • 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 Edenred–Visit www.commuterbenefits.com • Voluntary Insurance Program - DC 37 titles only can call 1-800-347-6071 for more information
<p>Time & Leave</p>	<p>Time and Leave for DC 37 College Assistants: https://www.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/central-office-human-resources/TLS_CollegeAssistants-05282019.pdf Time and Leave for Hourly Classified Employees: http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_HourlyClassifiedEmployee</p>