

CUNY Human Resources – Part Time White Collar Classified
(College Assistants)
Benefits Summary

Health Insurance Benefits	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://www1.nyc.gov/assets/olr/downloads/pdf/health/health-full-spd.pdf . Additional information and rates are available online at https://www1.nyc.gov/site/olr/index.page (Click on "Health Benefits Program" on the top tab menu).
Welfare Fund Benefits	Part-time White Collar Classified Titles must be regularly scheduled for 17.5 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: <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 <i>*Depending on your title will depend on which local you are covered under by DC37.</i> For all other titles, contact the appropriate union Welfare Fund. For contact information, visit: https://www2.cuny.edu/about/administration/offices/labor-relations/orgs/
Retirement Benefits	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.
Tax- Deferred Annuity (TDA) 403b Plans	The TIAA 403(b) Plan offers a voluntary, supplemental retirement savings plan through employee tax-deferred savings contributions. Contact Human Resources for more information. *TIAA also offers a ROTH Account.
New York State Deferred Compensation 457(b) Plan	The NYSDCP 457 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: <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).
Flexible Spending Accounts (FS A) Program	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 received within 31 days for probable permanent and permanent employees and within 90 days for provisional a temporary employee. Go to www.nyc.gov/fsa for detailed information and enrollment forms

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Voluntary Benefits	<ul style="list-style-type: none">• CUNY e-MALL (discounts for CUNY employees).• PenFed Credit Union (Previously McGraw-Hill) – Savings and Checking accounts and many other financial services https://www.penfed.org/mcgrawhill• Municipal Credit Union – Savings and Checking accounts and many other financial services.• New York’s 529 College Savings Program. Please visit https://www.nysaves.org/ for more information.• Transit Benefit Program through Wage Works. Please visit https://www2.cuny.edu/about/administration/offices/hr/benefits/transit-benefit-senior-colleges-central-office/ for more information.
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