

CUNY Human Resources - Full-Time Skilled Trades
Benefits Summary

<p>Health Insurance Benefits</p>	<p>The option of several HMOs, PPO's, and PO S'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). If appointment is expected to last at least six months, effective dates for health insurance are as follows:</p> <table border="1" data-bbox="527 365 1965 480"> <thead> <tr> <th data-bbox="527 365 1008 397"><u>Employment Status</u></th> <th data-bbox="1014 365 1965 397"><u>Benefit Effective Date</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="527 397 1008 430">Probable Permanent / Permanent</td> <td data-bbox="1014 397 1965 430">Date of hire (if paperwork received within 31 days of hire)</td> </tr> <tr> <td data-bbox="527 430 1008 480">Provisional / Temporary</td> <td data-bbox="1014 430 1965 480">91st day from date of hire (if paperwork is submitted in that time frame)</td> </tr> </tbody> </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	91 st day from date of hire (if paperwork is submitted in that time frame)
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<p>Welfare Fund Benefits</p>	<p>Please contact the appropriate union Welfare Fund for your title.</p> <p>For contact information, visit: https://www2.cuny.edu/about/administration/offices/labor-relations/orgs/</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 TIAA 403(b) Plan offers a voluntary, supplemental retirement savings plan through employee tax-deferred savings contributions. Contact Human Resources for more information.</p> <p>*TIAA also offers a ROTH Account.</p>						
<p>New York State Deferred Compensation 457(b) Plan</p>	<p>The NYSDCP 457 Plan is a voluntary, supplemental retirement savings plan offered by New York State.</p> <p>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 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</p>						

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Tuition Fee Waiver	<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" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Employee Category</u></th> <th style="text-align: left;"><u>Service Requirement</u></th> <th style="text-align: left;"><u>Course Type & Credit Limit</u></th> </tr> </thead> <tbody> <tr> <td>Skilled Trades</td> <td>1 year</td> <td>Undergraduate Only - no limit</td> </tr> </tbody> </table>	<u>Employee Category</u>	<u>Service Requirement</u>	<u>Course Type & Credit Limit</u>	Skilled Trades	1 year	Undergraduate Only - no limit
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Skilled Trades	1 year	Undergraduate Only - no limit					
<p>Employees are eligible to waive tuition during Summer Session for Undergraduate courses only.</p>							
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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Unions Representing Classified Staff Employees:

<p><u>Carpenter:</u> UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA 395 Hudson Street New York, NY 10014 (212) 366-7500 fax (212) 675-3118 www.carpenters.org</p>	<p><u>Oiler / Stationary Engineer (CUNY):</u> INTERNATIONAL UNION OF OPERATING ENGINEERS, Local 30 16-16 Whitestone Expressway Whitestone, NY 11357 (718) 847-8484 fax (718) 805-2172 www.iuoe30.org</p>
<p><u>Electrician:</u> INTERNATIONAL BROTHERHOOD OF ELECTRICAL WOKERS, LOCAL 3 158-11 Harry Van Arsdale Jr. Avenue Flushing, NY 11365 (718) 591-4000 fax (718) 570-1004 www.local3.com</p>	<p><u>Painter:</u> LOCAL UNION 1969 CIVIL SERVICE EMPLOYEES DISTRICT COUNCIL 9, IUPAT (Painter's Union) 45-15 36 Street Long Island City, New York 11101 (718) 937-7440 fax (718) 937-4320</p>
<p><u>Locksmith (local 1087) & Laborer (local 924):</u> AMERICAN FEDERATION OF STATE, COUNTY AND MINICIPAL EMPLOYEES DISTRICT COUNCIL 37, AFL-CIO 125 Barclay Street New York, NY 10007 (212) 815 -1000 www.dc37.net</p> <p>Local 924 Local 983 Local 1087</p>	<p><u>Plumbers:</u> PLUMBERS LOCAL 1 50-02 5th Street Long Island City, NY 11101 (718) 738-7500 fax (718) 835-0896 www.ualocal1.org</p>
<p><u>Maintenance Worker:</u> INTERNATIONAL BROTHERHOOD OF TEAMSTERS Local 237 216 West 14th Street New York, NY 10021 (212) 924-2000 www.local237.com</p>	