

CUNY Human Resources – Full Time White Collar Classified
(Gittleson Titles: COA, CSA, CAA)
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://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="0" style="width: 100%;"> <tr> <td style="width: 50%;"><u>Employment Status</u></td> <td style="width: 50%;"><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 date of hire (if paperwork is submitted in that time frame)</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	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>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><i>*Depending on your title will depend on which local you are covered under by DC37</i></p> <p>For all other titles, contact the appropriate union Welfare Fund. 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) 403b 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	Employees are eligible to receive a tuition waiver for their own study at a CUNY school subject to certain limitations:						
	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><u>Employee Category</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Service Requirement</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>Course Type & Credit Limit</u></th> </tr> </thead> <tbody> <tr> <td>Gittleson Titles</td> <td>6 Months</td> <td>Undergraduate - no limit, Graduate - 6 credits</td> </tr> </tbody> </table>	<u>Employee Category</u>	<u>Service Requirement</u>	<u>Course Type & Credit Limit</u>	Gittleson Titles	6 Months	Undergraduate - no limit, Graduate - 6 credits
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Gittleson Titles	6 Months	Undergraduate - no limit, Graduate - 6 credits					
Employees are eligible to waive tuition during Summer Session for Undergraduate courses only.							
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. 						