



**Part Time Blue and White Collar Classified Benefits Summary**

<p><b>Health Insurance Benefits</b></p>	<p>Part-Time Classified employees with a six (6) month appointment and regularly scheduled for 20 or more hours per week are eligible for benefits through the City of New York. If the appointment is expected to last at least six months, health insurance benefits are effective on the 91st day from the date of hire if paperwork is received within that time period.</p> <p>The option of several HMOs, PPO's, and POS's is provided through the City of New York Health Benefits Program (NYCHBP). See the "Summary Program Description" booklet at <a href="http://www1.nyc.gov/site/olr/health/summaryofplans/health-full-spd-page.page">http://www1.nyc.gov/site/olr/health/summaryofplans/health-full-spd-page.page</a>. Additional information and rates are available online at <a href="http://www.nyc.gov/html/olr/html/home/home.shtml">http://www.nyc.gov/html/olr/html/home/home.shtml</a>. (Click on "Health Benefits Program" on the left-hand side menu.)</p> <p>All eligible employees may enroll or make changes during the open enrollment period or for a qualifying event.</p> <p>Diabetic related drugs are covered by the NYCHBP.</p> <p>Injectable and Chemotherapy medications are available only through the PICA program sponsored by the NYCHBP at <a href="https://www1.nyc.gov/site/olr/health/summaryofplans/health-pica.page">https://www1.nyc.gov/site/olr/health/summaryofplans/health-pica.page</a></p>
<p><b>Flexible Spending Accounts (FSA) Program</b></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. All eligible employees may also enroll or make changes during the open enrollment period.</p> <p>Go to <a href="http://www.nyc.gov/fsa">www.nyc.gov/fsa</a> for detailed information and enrollment forms.</p>
<p><b>Welfare Fund Benefits</b></p>	<p>Part-time White Collar Classified Employees must be regularly scheduled for 17.5 or more hours per week and Part-time Blue Collar Classified Employees must be regularly scheduled for 20 or more hours per week to be eligible for Welfare Fund benefits. Please see the links below to see the detailed information on all Welfare Fund benefits offered based on your title at:</p> <p><b>White Collar:</b>      District Council 37, American Federation Of State, County And Municipal Employees, AFL-CIO- <a href="http://www.dc37.net/">www.dc37.net/</a>      Local 300, Service Employees International Union- <a href="http://www.seiu.org/">http://www.seiu.org/</a>      Local 306, Motion Picture Projectionists, Video Technicians, Theatrical Employees And Allied Crafts, International Alliance of Theatrical and Stage Employees - <a href="http://www.iatse.net/">http://www.iatse.net/</a>      New York State Nurses Association - <a href="https://www.nysna.org">https://www.nysna.org</a></p> <p><b>Blue Collar:</b>      Local 237, International Brotherhood of Teamsters- <a href="http://local237.org">http://local237.org</a></p> <p>For all other titles, find your title by selecting the link under "Unions Representing Classified Staff Employees" and contact the appropriate Union Welfare Fund at: <a href="http://www2.cuny.edu/about/administration/offices/labor-relations/orgs/">http://www2.cuny.edu/about/administration/offices/labor-relations/orgs/</a></p>



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<b>Retirement Benefits</b>	Employees have the option to join the New York City Employees' Retirement System (NYCERS). Vesting is provided after ten (10) years of credited service. Go to <a href="http://www.nycers.org">www.nycers.org</a> for detailed information on NYCERS.
<b>Tax-Deferred Annuity (TDA) 403(b) Plans</b>	TIAA Supplemental Retirement Annuity (SRA) plan is available through employee tax-deferred savings contributions. Go to <a href="https://www.tiaa.org/public/index.html">https://www.tiaa.org/public/index.html</a> for detailed information.
<b>New York State Deferred Compensation 457(b) Plan</b>  <b>New York City 401 (k) Plan</b>	<p>The NYSDCP 457(b) Plan is a voluntary, supplemental retirement savings plan offered by New York State. Go to <a href="https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp">https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp</a> for more information.</p> <p>The NYC 401 (k) Plan is a voluntary, supplemental retirement savings plan offered by New York City and an alternative to the Tax Deferred Annuity (TDA) 403 (b) plan. Go to <a href="https://www1.nyc.gov/site/olr/deferred/dcp-basics.page">https://www1.nyc.gov/site/olr/deferred/dcp-basics.page</a> for more information.</p> <p>Employees have two options in these two plans:</p> <ul style="list-style-type: none"> <li>• 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).</li> <li>• 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).</li> </ul>



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<b>Voluntary Benefits</b>	<ul style="list-style-type: none"><li>• Deer Oaks– CUNY Work/Life Program (Employee Assistance Program) Visit <a href="https://www.deeroakseap.com/member-login/">https://www.deeroakseap.com/member-login/</a></li><li>• CUNY e-MALL (discounts for CUNY employees) Login to CUNY portal - <a href="https://cunyportal.cuny.edu/cpr/authenticate/portal_login.jsp">https://cunyportal.cuny.edu/cpr/authenticate/portal_login.jsp</a></li><li>• McGraw Hill (formerly Education Affiliates) Federal Credit Union – Savings and Checking accounts and many other financial services Visit <a href="https://www.mcgrawhillfcu.org/home/home">https://www.mcgrawhillfcu.org/home/home</a></li><li>• Municipal Credit Union – Savings and Checking accounts and many other financial services Visit <a href="http://www.nymcu.org/">http://www.nymcu.org/</a></li><li>• New York’s 529 College Savings Program Visit <a href="https://www.nysaves.org/content/home.html">https://www.nysaves.org/content/home.html</a> for more information</li><li>• Transit Benefit Program through WageWorks</li><li>• Visit <a href="https://www.wageworks.com/employees.aspx">https://www.wageworks.com/employees.aspx</a> for more information</li></ul>
<b>Time &amp; Leave</b>	Time and Leave Benefits Summary for Blue and White Collar Classified Employees at: <a href="http://www.hostos.cuny.edu/Hostos/media/Office-of-Human-Resources/TimeLeaveSummary_PartTimeClassifiedEmployees-White-and-Blue-Collar-October-2018.pdf">http://www.hostos.cuny.edu/Hostos/media/Office-of-Human-Resources/TimeLeaveSummary_PartTimeClassifiedEmployees-White-and-Blue-Collar-October-2018.pdf</a>