Benefits For Part-Time Employees

Our part-timer would also be able to enroll in the Teachers' Retirement System of the City of New York. This is a defined benefit plan in which members contribute 3 percent of their gross salaries for the first 10 years. Five years of service credit is required to be vested.

If our part-timer commutes by public transportation to CUNY then the pre-tax transportation fringe benefit plan offered by WageWorks makes sense.

Our part-timer may be eligible to enroll in the voluntary, self-pay John Hancock Long-Term Care Insurance and the Marsh Catastrophic Major Medical plans, as well as a tax-deferred annuity, and the New York State 457 Deferred Compensation Plan. More information is available at the PSC-CUNY Welfare Fund website.

Here are some links for information about these three benefits:

- Teachers' Retirement System: http://www.tr.nyc.ny.us/WageWorks
- Hotline For Help: http://psccunywf.org/
- Teachers' Retirement System: http://www.tr.nyc.ny.us
- PSC-CUNY Welfare Fund: http://psc-cunywf.org/
- Hotline For Help: http://psccunywf.org/

For Your Benefit, is not a phrase just for full-time CUNY employees.

If you are a part-time employee you may also be eligible for some benefits. Since CUNY offers so many varied benefits, the specifics of what may be available to part-timers are detailed.

So please check with the Human Resources office at your college.

That’s an important thing to do to make sure you don’t miss getting a benefit to which you may be entitled.

To give you a general idea of what might be available for you, let’s look quickly at what kind of benefits a non-teaching adjunct, who has worked at least 10 hours a week for two consecutive semesters and has begun a third—not counting winter or summer semesters—might receive.

Health benefits are often what employees ask about first.

Our non-teaching adjunct depicted above could get coverage through the PSC-CUNY Welfare Fund. To be eligible a part-timer may not be covered by another health plan offered through other employment, a spouse or a government entitlement.

- Policy Corner:

CUNY has updated its workplace violence prevention policy, emphasizing that it will respond promptly to threats and acts of violence.

Do you know what constitutes workplace violence? Here are some answers:

1. An attempt or threat, whether verbal or physical, to inflict physical injury upon an employee.
2. Any intentional display of force that would give an employee reason to fear or expect bodily harm.
3. Intentional and wrongful physical contact with an employee without his or her consent that entails some injury.
4. Stalking an employee in a manner that may cause the employee to fear for his or her physical safety and health.

This refers to an action that occurs during the course of employment or has arisen as a result of employment. For the details of the University’s policy on workplace violence prevention, please see: http://www.cuny.edu/violenceprevention

Hotline For Help with Many of Life’s Challenges

Hotline For Help continues from front page

answered hotline queries from CUNY employees and their relatives. She emphasizes that employees “achieve more balance when they use our service to proactively manage their needs.” She says that in 2010 more than half of the employees who called needed help with psychological or emotional issues.

For example, one CUNY employee needed help in defending with a family member’s suicide. “Through short-term grief counseling, the Work/Life Program provided the employee with a safe space to express feelings and to receive support and education about coping strategies,” Alabi says.

Others employees asked about work life challenges and sought help with personal and job-related situations.

For more info, go to www.cuny.edu/worklife and click on the “saving center” box on the right. The site also offers free webinars with assistance on a wide diversity of life-balancing subjects—even including one on the use of feng shui, the ancient Chinese system of architectural choices, to turn subjects—even including one on the use of feng shui, the ancient Chinese system of architectural choices, to turn a home into a more soothing environment.

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More Ways to Save Money

CUNY employees can save money by using the CUNY Work/Life Program’s Savings Center, a discount shopping program provided through the Corporate Perks Web site. The Savings Center offers discounts of up to 25% on name brand, practical and luxury items.

First-time users need to register using the organization code “advantage” to access the Savings Center. If you are already a registered user, you can access and login to the Savings Center from the link below:

http://www.powerflexweb.com/centersDetail.php?%Division=2&nameDivision=Centers&%Module=m0920&nameModule=Savings%20Center&%Element=020&nameElement=Savings%20Center&recid=36258

For Your Benefit Opportunities and Information for University Faculty and Staff

For Your Benefit continues

"Well-balanced employees are more engaged, productive and focused," says Veronica Alabi, an account executive for CCA Alabi, a social worker, was until recently a counselor who

And for those work-balance issues, the counselors also can recommend solutions to less daunting problems—a reliable pet kennel for example, or a better gym.

Recently, a staffer called the hotline with a concern about her elderly mother who lives hundreds of miles away from New York and had moved into an assisted living facility.

While it was safe and secure, her mother needed more care than she could get on site. So it fell to the CUNY staffer’s sister—who didn’t live too far away but has a full-time job—to spend all of her free time taking her mother on excursions to lift her spirits and make sure she was taking her medication properly.

But within five days after calling the Work/Life hotline, the problem was solved. A counselor helped her identify the best-rated local agencies. As a result she was able to make a few calls instead of many. She hired a companion for her mother to drive her to appointments and take her on excursions. The program also helped her find a home health care nurse to monitor medication. "A lot of the groundwork was done for us," the staffer says. "I was saved an enormous amount of time... And this has allowed my mother a certain amount of independence she would not have had otherwise."

"Well-balanced employees are more engaged, productive and focused," says Veronica Alabi, an account executive for CCA Alabi, a social worker, was until recently a counselor who"
Do you know how many of your co-workers took the latest Early Retirement Incentive?

The answer: 667

Some details about who chose the benefit offered by the University in 2010:
• Of that number, 281 were faculty members, 141 were non-teaching instructional staff, and 245 were classified staff.

Part “A” of the ERI drew 635 applicants. It was open to eligible employees age 50 or older with at least 10 years of service, who were members of the New York City Employees’ Retirement System, the Teachers’ Retirement System of the City of New York, Board of Education Retirement System of the City of New York, or participants in TIAA/CREF.

Part B had 32 participants, and was available to eligible employees age 55 or older with at least 25 years of service who were members of the New York State and local employees’ retirement system, or the New York City teachers’, employees’ and Board of Education retirement systems.

Last year, 149 more CUNY employees took advantage of the ERI than in 2002, the last time such an incentive was offered. ERI-2002 participants totaled 517, including 311 faculty, 125 non-teaching instructional staff, and 81 classified staff.