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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:

CUNY’s policy defines workplace violence as any physical assault or act of aggressive behavior that occurs where an employee performs any work related duty. It includes, but is not limited to:

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

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&IDModule=m9002&nameModule=Savings%20Center&IDelement=020&nameElement=Savings%20Center&recid=36258

For Your Benefit
Opportunities and Information for University Faculty and Staff

Hotline For Help with Many of Life’s Challenges

Are challenges in your personal life affecting your peace of mind or your work?

Are you finding it harder to balance work and home?

The University’s Work/Life Program can help.

Available to all University staffers—and their relatives, no matter where they live—the program provides a free, 24-hour, seven-day-a-week hotline to counselors, social workers and other professionals whose mission is to provide research and guidance regarding a wide range of problems.

You can contact the Work/Life Assistance Program by calling 800-833-8707. The service is contracted by CUNY to the private company Corporate Counseling Associates (CCA).

The counselors—at a minimum—all hold master’s degrees.

“The University launched this program in November 2008 because we knew that it was something that our employees needed and wanted,” says Vice Chancellor for Human Resources Management Gloriana Waters. “To date, every single CUNY college has utilized this program. In 2010 alone, CCA held more than 60 wellness seminars and employee orientations on the campuses. There were more than 20,000 hits on the website. The program is an overwhelming success. Our employees deserve no less.”

The service is confidential. Supervisors, for example, are not notified when calls are placed to the hotline. An employee can get help for problems ranging from drug addiction and domestic abuse to finding a good child care provider or nursing home.

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 a home into a more soothing environment.

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A labi, a social worker, was until recently a counselor who
...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.