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.

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

For Your Benefit — continued 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 dealing with a family member’s suicide. “Through short-term grief counseling, the Work/Life Program provided the employee with a safe place to express feelings and to receive support and education about coping strategies,” Abali 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...
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 55 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.