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 would also 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. tspenyc.org)
WageWorks (http://www.getwageworks.com/nyc/PSC-CUNY Welfare Fund)

For more information about the different benefits offered by CUNY, please visit the PSC-CUNY Welfare Fund website.

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

Hotline For Help with Many of Life’s Challenges

CUNY employees can save money by using the CUNY Work/Life Program’s Savings Center, a discount shopping program provided through the Corporate Perks website. 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=m0028&nameModule=Savings%20Center&%Element=02&nameElement=Savings%20Center&recId=36258

More Ways to Save Money

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For Your Benefit 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 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,” Alabi says.

Others employees asked about work-life challenges and 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.
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.