

Benefits Summary

New York Medical College

A Member of the Touro College and University System

Human Resources ♦ 2nd Floor - Administration Bldg. ♦ Valhalla, NY 10595 ♦ 914-594-4560



EMPLOYEES REPRESENTED BY LOCAL 1199

This summary is intended to supplement the 1199 National Benefit Fund Booklet, "Your Benefits - Summary Plan Description." For an explanation of the administrative guidelines for each benefit, contact local 1199 in New York City at the following numbers:

BENEFIT FUND: 646-473-9200

PENSION FUND: 646-473-9200

HOLIDAYS – See the NYMC 2012 Holiday Schedule for the Valhalla Campus.

PAID LEAVE

In the event of the death of a spouse, child, parent, mother-in-law, father-in-law, brother, sister, or grandparent, (not grandparent-in-law), an employee shall be paid his/her regular pay for three (3) working days' absence.

In the event of an employee's marriage, he/she shall be paid their regular pay for three (3) working days' absence. In both cases, the three (3) days must be taken consecutively. An employee shall be paid at his regular pay for one (1) working days' absence when his wife has a baby.

PERSONAL DAYS

1199 CBU employees are entitled to four (4) personal days, or free days, for under 5 years of service and five (5) personal days for over 5 years of service. Personal days are earned at the rate of one (1) every 3 months, or 2.4 months, respectively, and may be taken each year subject to supervisory approval. Employees at Affiliation locations may be required to use these personal days on holidays that their facility may close - such as Veteran's Day or Columbus Day. For further details, please refer to the current bulletin for Holidays, which should be posted on your facility's bulletin board.

SICK LEAVE

Employees, after thirty (30) days of employment, accrue one (1) sick day per month during the first year for a total of twelve (12) sick days for their first full year of employment. Beginning July 1, after twelve (12) full months of employment, employees will receive twelve (12) sick days up front, and each year employees may carry over unused sick days to a maximum accumulation of sixty (60) days. Employees may use two (2) of their accumulated sick days per year for the care of a sick child.

VACATION

Valhalla Clerical & Maintenance Employees

<u>Period of Continuous Employment</u>	<u>Amount of Paid Vacation</u>
Six (6) months but less than one (1) year	One (1) week
One (1) year but less than three (3) years	Two (2) weeks
Three (3) years but less than five (5) years	Three (3) weeks
Five (5) years or more	Four (4) weeks
Twenty (20) years or more	Five (5) weeks

Technical Employees

<u>Period of Continuous Employment</u>	<u>Amount of Paid Vacation</u>
Six (6) months but less than one (1) year	Two (2) weeks
One (1) year or more	Four (4) weeks
Twenty (20) years or more	Five (5) weeks

Vacation may be taken after six (6) months of employment and should be completed by the service anniversary date of the CBU employee. For further details, please refer to your unit's Collective Bargaining Agreement.

TAX DEFERRED ANNUITIES - NYMC

Employees are also eligible to participate in the Vanguard, Mutual of America, or TIAA/CREF Tax Deferred Annuity Plans. This contribution is made with pre-tax money. For further details, please refer to the booklets for each investment choice.

TRAINING AND UPGRADING FUND

If you have worked one (1) year as a Local 1199 represented employee, and work at least 20 hours/week, you may be eligible for benefits under this Fund. Benefits are as follows: (Temporary employees are not eligible.)

- A. Preparatory: Training normally takes place at the Fund Headquarters.
- B. Advanced - Tuition Assistance: Tuition reimbursement for part-time attendance at local accredited colleges and universities.
- C. Advanced - Full Tuition with Stipend - Fund Sponsored Students: Tuition and fee reimbursement for full-time attendance at local accredited colleges, universities, and teaching hospitals in a program developed by the Fund and the institution. A stipend of up to \$150/week is also granted.
- D. Advanced - Full Tuition with Stipend - Independent Students: Same as (C) above, except that courses are a formal program and, where approved, may be taken at accredited colleges and universities outside the local area.
- E. Other Programs: Training may include refresher courses, clerical skills courses, etc.

For further details, please refer to the Hospital League/Local 1199 Training and Upgrading Fund Booklet or call the Fund office at 646-473-9200.

UNION DUES/INITIATION FEES

Upon receipt of written authorization from the union employee, the College deducts union dues monthly in the amount stipulated in the Local 1199 Collective Bargaining Unit Agreement based on weekly earnings. This deduction begins after the completion of the employee's first thirty (30) days of employment.

In addition, upon receipt of written authorization from the union employee, the College also deducts initiation fees in the amount stipulated in the Local 1199 Collective Bargaining Unit Agreement based on weekly earnings.

Other terms and conditions of employment are outlined in your Collective Bargaining Agreement. A copy of the agreement and all union forms may be obtained from your local union delegate and/or in the Mailroom at Valhalla.