

**ARTICLE 26**  
**WELFARE BENEFITS**

26.1 The University shall make per capita per annum contributions to the PSC-CUNY Welfare Fund as set forth below. The specified amounts will be paid on a per capita pro-rated monthly basis to the PSC-CUNY Welfare Fund for all full-time eligible members of the instructional staff and such other categories of employees on whose behalf the University has agreed with the PSC to make contributions and who are included in the annual audit referenced in the agreement between the PSC, the PSC-CUNY Welfare Fund and the University dated May 26, 2004.

Effective October 31, 2002	\$1,375
Effective July 1, 2004	\$1,440
Effective July 1, 2005	\$1,475
Effective January 1, 2006	\$1,540
Effective July 1, 2006	\$1,440
Effective August 25, 2006	\$1,590
Effective September 19, 2007	\$1,640

26.2 Determination of eligibility and benefits is made by the PSC-CUNY Welfare Fund.

26.3 The parties agree to reorganize the structure of the PSC-CUNY Welfare Fund in accordance with the principles set forth in the document entitled "Structure of the PSC-CUNY Welfare Fund," dated May 21, 1985. The restructured PSC-CUNY Welfare Fund shall for all purposes be considered the successor entity to the former Fund.

26.4 The University shall contribute to the PSC-CUNY Welfare Fund the following annual amounts on a pro-rata basis for instructional staff (a) who have separated from service subsequent to June 30, 1970, who were eligible to receive supplemental welfare benefits at the time of such separation, who remain primary beneficiaries of the New York City Health Insurance Program and are entitled to benefits paid for by the City through such program or (b) who have separated from service subsequent to June 30, 1970, who were eligible to receive supplemental welfare benefits and who were covered by a welfare fund at the time of such separation pursuant to a separate agreement between the Board of Higher Education/CUNY and the certified union representing such employees, who were participants in the CUNY Optional Retirement Program (TIAA - CREF), who were employed by CUNY on a full-time basis for at least ten (10) years, who are at least age 55 and who have elected to and are receiving an annuity benefit from the CUNY Optional Retirement Plan (TIAA - CREF) ("eligible individual or employee").

- a. Eligible employees separated from service from July 1, 1970 through August 31, 1982.

Effective October 31, 2002	\$1,110
Effective July 1, 2004	\$1,175
Effective July 1, 2005	\$1,210
Effective January 1, 2006	\$1,275
Effective July 1, 2006	\$1,175
Effective August 25, 2006	\$1,325
Effective September 19, 2007	\$1,375

- b. Eligible Employees separated from service on or after September 1, 1982.

Effective October 31, 2002	\$1,550
Effective July 1, 2004	\$1,615
Effective July 1, 2005	\$1,650
Effective January 1, 2006	\$1,715
Effective July 1, 2006	\$1,615
Effective August 25, 2006	\$1,765
Effective September 19, 2007	\$1,815

26.5 a. Effective upon ratification of the agreement by the union and approval by the Board of Trustees, the University will make two one-time, lump sum cash payments to the PSC-CUNY Welfare Fund: one in the amount of \$12,404,673 and the other in the amount of \$17,593,896.

b. Effective May 1, 2004, recurring funds in the amount of \$1,319,542 will be paid annually by the University to the PSC-CUNY Welfare Fund; a pro-rata share will be paid monthly. Additionally, effective May 1, 2006, recurring funds in the amount of \$879,695, for a total of \$2,199,237, will be paid annually by the University to the PSC-CUNY Welfare Fund; a pro rata share will be paid monthly.

26.6 The University and the PSC agree that the health benefit for qualified adjuncts shall be available to those non-teaching adjuncts who are working ten or more hours per week and who have worked ten or more hours for two consecutive semesters and to those teaching adjuncts who are teaching six or more hours (or the equivalent) in the semester and who have taught one or more courses for two consecutive semesters (not including Summer Sessions) provided that said non-teaching and teaching adjuncts are not covered by other primary health care insurance provided by or through another source. Adjuncts who establish eligibility as provided in this paragraph, which is based upon CUNY-wide service, shall be eligible to receive benefits in the third consecutive semester. Such benefit shall be partially contributory by the employee. The amount of the employee's contribution shall depend upon available funding and the number of eligible employees.

Effective August 25, 2006, where an adjunct's continuous appointments in a teaching or non-teaching title are immediately followed by an appointment to a Substitute full-time position on the instructional staff with no break in service, and the period of Substitute service is immediately followed by continuous appointment to an adjunct teaching or non-teaching title with no break in service, the period of adjunct service immediately preceding the Substitute appointment will be added to the continuous adjunct service immediately following the Substitute service, as though there were no break in adjunct service, for the purposes of determining eligibility for health benefits under this section.

An adjunct who has established eligibility for this health benefit shall lose eligibility if in any two out of three academic years the adjunct is employed in only one semester of the year at CUNY.

Effective February 1, 1986, an amount of money equal to one quarter of one percent (.25%) of the aggregate unit salaries shall be paid each year for health insurance benefits to the PSC for this welfare fund health benefit for eligible adjuncts.

Effective August 1, 2002, the additional amount of \$1,534,404 per annum will be paid by the University to the PSC-CUNY Welfare Fund; a pro rata share will be paid monthly.

#### **ARTICLE 41 LEGISLATIVE ACTION**

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.