



From the Office of **Human Resources**

Human Resources Monthly: August 2020

Your Health, Wellness, Finances & More

Dear Faculty and Staff,

As Baruch College welcomes a fall semester like no other—with the majority of classes offered in distance learning formats and many faculty and staff members continuing to work remotely—the Office of Human Resources (OHR) looks forward to continuing to support you and keep you on track in this challenging environment.

In the newsletter below, we offer the latest information and resources for your financial, health, and wellness-related needs, including time-sensitive information about health plan benefits and policies related to annual leave for 2019–20.

CUNY Updates to Annual Leave Policies

In response to the Covid-19 pandemic, CUNY has modified annual leave usage policies for Classified Staff (blue- and white-collar employees) and Professional Staff Congress (PSC), Executive Compensation Plan (ECP), and Classified Managerial staff. CUNY's provisions for classified staff are outlined in full [here](#) and for PSC, ECP, and Classified Managerial staff [here](#).

Fall 2020 Pay Dates for Adjunct Faculty

As we head into the new semester, adjunct faculty should note the following pay date schedule: Sept. 10, Sept. 24, Oct. 8, Oct. 22, Nov. 5, Nov. 19, Dec. 3, and Dec. 17.

Health Benefits Updates

Premium Health Plan Rate Changes

Employees who pay a premium for their health plan can expect a health plan adjustment, identified as “Before Tax Other Health Adjust,” on their Aug. 27, 2020 paycheck, due to plan rate changes effective July 1, 2020. Please review the rate charts below:

- [Employee Health Plan Rates](#)
- [Adjunct Health Plan Rates](#)
- [Retiree Health Plan Rates](#)

Payroll Deductions for Basic Plans and Optional Riders

New rates went into effect for most NYC Health Benefits Program plans in July 2020. The new rates were scheduled to start on the July 16, 2020 paycheck. However, due to a delay in data transmission to the state's payroll system, the new rates took effect one pay date later, on July 30, 2020. As a result, the University Benefits Office will be performing arrears adjustments to recover/refund (respectively) the differences between the old rates and new rates for all employees enrolled in the affected plans. [Review the full announcement.](#)

New ID Cards for GHI CBP Members

New ID cards were issued to all members and their eligible dependents in late June. The new cards have an identification number that begin with the letter "K," and every dependent receives a card with their own identification number. The new cards went into effect on July 1, 2020. Kindly update your card with your healthcare providers. [Visit the EmblemHealth Website for more information.](#)

DC37 Dental Coverage Updates

Effective Sept. 1, 2020, the dental coverage offered by DC 37 is now being administered by Delta Dental. Eligible members currently enrolled with DC 37 Health and Security Plan should be receiving a welcome kit with their new ID cards in the mail. More information can be found [here](#).

Ongoing Programs, News, and Initiatives

- **CCA@Your Service: Baruch's Employee Assistance Program:** This free benefit to employees and their families provides access to a range of resources and services, including counseling, direct assistance, and referrals. Familiarize yourself with the new EAP offerings in CCA's [introduction letter](#), [overview/service areas](#), [brochure](#), and [resources for working parents](#).
- **TIAA Members:** Meet with a financial planning consultant to [map out your goals](#). Sessions are available through October.
- **WW (Weight Watchers):** WW and WorkWell NYC have launched Private Virtual Workshops for City of New York employees. These live workshops not only offer a WW coach but provide a powerful, positive network. To learn

more about WW/WorkWell NYC membership and member services, [visit this website](#). FAQs answered [here](#).

- **BJ's Wholesale Club Offers:** Find [offers for new and renewing members](#) that will save you more than 50 percent on grocery prices. Membership application is [available here](#).

We're Here to Help

Please continue to email your questions and your suggestions for future editions of this newsletter to human.resources@baruch.cuny.edu.

On behalf of the entire office, I wish everyone the best as we begin the Fall 2020 semester. Stay safe and well.

Sincerely,

Andrea Caviness
Executive Director, Office of Human Resources

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