

**FMCC CLERICAL SUPPORT – FRINGE BENEFITS**

<b><u>HEALTH INSURANCE:</u></b>	<i>Option to enroll in one of three health insurance plans: Blue Shield of NENY PPO Traditional Blue Blue Shield of NENY Community Blue Mohawk Valley Physician's Plan New employees shall contribute 12.5% of the premium cost for the first five (5) years whereupon the employer shall pay the full premium cost.</i>
<b><u>RETIREMENT:</u></b>	<i>New York State Employees Retirement System (employee contributes 3% of gross pay)</i>
<b><u>SICK LEAVE:</u></b>	<i>Each full-time employee shall accumulate sick leave at The rate of one (1) working day for each month of Service (12 per year) to an accumulated total of 180 days.</i>
<b><u>PERSONAL LEAVE:</u></b>	<i>5 days per contract year. This amount is prorated during first year</i>
<b><u>VACATION LEAVE:</u></b>	<i><u>New Employee:</u> Each new employee shall be entitled to Five (5) days vacation after six (6) months of service; shall be entitled to ten (10) days vacation after one (1) year of service (provided the employee has not taken any vacation at the end of the College fiscal year following his/her anniversary). Thereafter, the employee shall follow the schedule of employees with one year or more of service.</i>
<b><u>BEREAVEMENT LEAVE:</u></b>	<i>3 consecutive days</i>
<b><u>HOLIDAYS:</u></b>	<i>17 days – Paid Holidays</i>
<b><u>MATERNITY LEAVE:</u></b>	<i>Maximum of one (1) year without pay</i>
<b><u>TUITION WAIVER:</u></b>	<i>Employee and employee dependents are granted tuition free entrance to credit and non-credit courses.</i>
<b><u>LIFE INSURANCE:</u></b>	<i>No Cost – Coverage 2 times current salary</i>

*KS/ad*

*Clerical/support.doc*

*\*\*Refer to the Negotiated Agreement for details regarding these benefits*

*10/17/06, 11/23/10*