



Fulton-Montgomery
Community College

FMCC MAINTENANCE SUPPORT- FRINGE BENEFITS

HEALTH INSURANCE:

Option to enroll in one of three health insurance plans:
BlueShield of NENY PPO Traditional Blue
BlueShield of NENY HMO
Mohawk Valley Physician Plan

New employees shall contribute 12.5% of the premium for the first four (4) years whereupon the employer shall pay the full premium cost.

HEALTH INSURANCE BUY-BACK PLAN:

Employees who can provide proof that they have coverage under another health insurance plan may refuse participation in the College's hospitalization and major medical insurance plan. Such employee shall Receive \$30.00 fore each month the employee is eligible but does not elect coverage.

RETIREMENT:

New York State Employees Retirement System
(employee contributes 3% of the gross pay)

SICK LEAVE:

Each full-time shall accumulate sick leave at the rate of one (1) working day for each month of service (13 per year) to an accumulated total of 180 days.

PERSONAL LEAVE:

5 days per contract year. Employees in their first year of service shall receive personal leave on a pro rated basis.

VACATION LEAVE:

New Employee: 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 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.

Tuition Waiver

Employee and employee dependents are granted Tuition free entrance to credit and non-credit courses.

HOLIDAYS:

16 paid days per year

* The above is a brief summary of benefits and for further information please refer to the current Agreement between the Board of Trustees of FMCC and FMCCC Buildings and Grounds Unit CSEA Local 1000.
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