



## FMCC MAINTENANCE SUPPORT —FRINGE BENEFITS

**Health Insurance:** Option to enroll in our health insurance plan: NY44 Health Benefit Trust (MVP network). 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 for each month the employee is eligible but does not elect coverage.

**Vision Care:** Benefits offset costs for exams, frames, lenses, and other services.

**Retirement:** New York State Employees Retirement System (new ERS members contribute minimum of 3% of the gross pay).

**Day Care:** Dependents are eligible for affordable, on-campus day care provided by the YMCA.

**Student Loan Forgiveness:** FM participates in the Federal Student Public Service Loan Forgiveness Program and eligible staff may have certain federal loans waived.

**Sick Leave:** Each full-time employee 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 of vacation after six (6) months of service; shall be entitled to ten (10) days of 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. For further information, please refer to the current agreement between the Board of Trustees of FMCC and FMCC Buildings and Grounds Unit CSEA Local 1000.