

NYS Work-Life Services

As a result of collective bargaining with UUP and other state employee unions, New York State provides several programs and services designed to help state employees balance work and family life. They include the following:

- campus-based Employee Assistance Programs that provide confidential help to employees who need assistance with personal problems or concerns;
- a pre-tax program with an employer contribution on a sliding scale to help pay for child care, elder care and disabled dependent care;
- a pre-tax program to help pay for adoption expenses;
- a pre-tax program to help pay for health-related expenses;
- a pre-tax program to help pay for public transportation;
- campus day care centers;
- pre-retirement seminars.

The Employee Assistance Program (EAP) provides confidential support, information, problem assessment and referral services for a variety of life needs, including family and marital problems, physical illness, emotional issues, alcohol and other drug problems, stress, financial services, child care and elder care. To find out whether there is an EAP office at your workplace or to obtain information about the nearest regional EAP office, contact your Human Resources Department or visit www.goer.ny.gov/employee-assistance-program.

The Dependent Care Advantage Account (DCAAccount) is an employee benefit that allows UUP members to save money on federal, state, and Social Security taxes by paying for child care, elder care, and disabled dependent care with pre-tax dollars. Eligible expenses include those for adult day care, au pairs, baby sitters, before and after school programs, child care centers, family care providers, home aides, housekeepers or cooks who provide custodial care, nursery schools, pre-schools and summer day camps.

In the 2016-2022 Agreement, UUP negotiated with NYS for an employer contribution that provides DCAA users with up to \$800 for use toward eligible expenses. The exact amount employees are eligible to receive depends on income level. Since each state employee in an eligible bargaining unit can get the employer contribution, families with two spouses who are eligible state employees can get two separate employer contributions. For information about enrollment procedures and the employer contribution level associated with different salary ranges, visit www.flexspend.ny.gov.

The Adoption Advantage Account is a pre-tax savings program that can help pay for a qualified adoption. Employees can save on federal and state taxes (where applicable) by having money withheld from their paychecks pre-tax. For more information go to www.wageworks.com/NYS-adoption-advantage.

The Health Care Spending Account is a pre-tax program that allows state employees to save on

federal, state and Social Security taxes. It covers medically necessary medical, hospital, dental, vision, hearing and prescription drug expenses that are not reimbursed by health insurance or other benefit plans. Visit www.flexspend.ny.gov for more details.

There are NYS work site child care centers on 17 SUNY campuses. The centers are licensed by NYS and operate on a not-for-profit basis. They receive assistance and services from their host campuses, as well as from the NYS Work-Life Services staff and an advisory board with UUP representation. Centers can receive grants from the board to cover costs associated with health and safety improvements and playground equipment as well as staff training. For more information visit <https://goer.ny.gov/network-child-care-centers> .

The NYS Work-Life Services hosts pre-retirement planning seminars at state agencies throughout the year. Contact your campus Human Resources Department for information. The Work-Life Services website offers pre-retirement self-help guides and online resources at <https://goer.ny.gov/pre-retirement-planning-information> .

NYS-Ride is a program that can help state employees save on public transportation expenses through pre-tax payroll deductions. It covers use of trains, subways, buses, van pools and ferries. Visit <https://goer.ny.gov/nys-ride> for more information.

Benefits from UUP's Affiliates

UUP members can access additional member benefits through the following affiliates:

New York State United Teachers (NYSUT): <https://www.nysut.org/members>

American Federation of Teachers (AFT): <https://www.aft.org/member-benefits>

National Education Association (NEA): <https://www.neamb.com/>