

# **RETIREMENT INFORMATION**

**for members of the  
NCCFT Bargaining Unit**

**Compiled by  
Retirement Committee  
Nassau Community College Federation of Teachers – Local 3150**

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**\*This booklet is a guideline - always check with Human Resources, the current contract and your Union office for the most updated information.**

## MEMBERSHIP IN THE NCCFT

### **How long may a retired member continue affiliation with the NCCFT?**

Affiliation will continue as long as the retiree pays affiliation fees as stipulated by the Local. Renewal letters are sent out each May and payment is made directly to the NCCFT.

### **What union benefits continue into retirement?**

Uninterrupted affiliation with the NCCFT entitles retirees to maintain, via direct payment, their group dental benefits plan and/or life insurance coverage provided they were NCCFT members in good standing for 90 days prior to retirement. As a retired NCCFT member, you will receive invitations to our social events and newsletters whenever we publish them. However, we post news more frequently on our website, NCCFT.org, and invite you to visit it often. Retirees may not vote in NCCFT elections. Retirees automatically retain membership in NYSUT and AFT at no additional cost and may participate in their insurance plans, travel programs, etc.

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## GENERAL INFORMATION

### **Are there provisions for advising members of all retirement rules and regulations at the time they plan to retire?**

The following offices can provide information:

- New York State Teachers' Retirement System (NYSTRS):
  - web: [www.NYSTRS.org](http://www.NYSTRS.org)
  - phone: 1-800-348-7298, 8:30am - 4:15pm M-F
  - address: 10 Corporate Woods Drive, Albany NY 12211-2395
  
- New York State Employees' Retirement System (NYSERS):
  - web: [www.osc.state.ny.us/retire](http://www.osc.state.ny.us/retire)
  - phone: 1-866-805-0990, 8:30am - 4:30pm M-F
  - address: New York State and Local Retirement System, 110 State Street, Albany, NY, 12244-0001
  
- SUNY Optional Retirement Program - TIAA/CREF members:  
Authorized Investment Providers for the SUNY ORP are TIAA-CREF, ING, MetLife, and VALIC
  - contact NCC Human Resources Office (Tower 7) at 516-572-7759
    - VOYA - Ben Balkaran or Jim Davis - 631-755-0805 or 631-755-0832
    - MetLife - John Desio - 516-851-5782
    - TIAA - David Flynn - 516-454-4038
    - VALIC - Albert Donofrio - 800-892-5558 ext. 89123

You are also eligible to participate in the Deferred Compensation Plan (section 457) for tax-deferred savings through payroll deduction. For further information on the 457 plan, you may contact the following investment provider:

- Prudential Theresa Mansbart - 516-650-0883

- Social Security:  
- [www.socialsecurity.gov](http://www.socialsecurity.gov)
- NCC Human Resources Office, 7th Floor Tower, 516-572-7759
- NCCFT Office, Cluster F, Room 3293, 516-572-7198
- Health Insurance Unit of the County Comptroller's Office, 240 Old Country Road, Mineola, NY 11501 - 516-571-2369 - **Note that calls will not be accepted unless you have already retired; pre-retirement questions should be directed to Human Resources**
- Information on other defined contribution plans may be obtained by contacting representatives from the appropriate company.
- Be alert to announcements of seminars held on campus with representatives of the various retirement plans.
- NYSUT Benefits Program:  
- web: [www.NYSUT.org](http://www.NYSUT.org)  
- phone: 1-800-626-8101, 9:00am - 5:00pm M-F  
- discounts: check website for numbers and codes
- American Federation of Teachers:  
- web: [www.aft.org](http://www.aft.org)  
- email: [aftplus@aft.org](mailto:aftplus@aft.org)  
- phone: Plus Benefits Program, 1-800-238-1133x8643  
- discounts: check website for benefits and services

## EARLY RETIREMENT

### **What is the Early Retirement Incentive?**

For faculty members that reach their fifty-seventh (57) birthday, and who will have completed ten (10) or more years of full-time service as a member of the full-time faculty at NCC, the enrollment period for the incentive is from the date of said birthday for the remainder of that calendar year until December 31.

**Incentive:** An eligible faculty member will receive ninety percent (90%) of the final year's salary. "Final year" is defined for this incentive as the base annual salary for the faculty member, excluding advanced study differential, overtime, termination pay, and any other compensation additional to the base annual salary.

Payment of this early retirement incentive will be made in equal, annual installments over the course of a five-year period, without interest. Should death occur during this payment period, the remainder due from the incentive will be paid to the estate of the deceased upon just demand.

Faculty may request a lump sum payment. The College President shall decide whether or not to grant the request based upon circumstances in each case.

**Faculty are urged to check with Human Resources for complete details regarding any incentive and the regulations in effect at the time of their retirement.**

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## TERMINATION PAY

### **What is termination pay and how is it computed?**

The classroom faculty member and the non-classroom professional faculty member (or his/her legal representative) will receive, upon termination of service, a cash payment for the monetary value of his/her accumulated but unused sick leave (subject to maximum payout as per contract in effect at time of such termination) as follows:

<b><u>Years of Service</u></b>	<b><u>% of Unused Sick Leave</u></b>
Less than 15 years	50%
15-19 years	75%
20 or more years	100%

In addition, the non-classroom professional faculty member shall receive a cash payment for the monetary value of his/her accumulated but unused vacation time (subject to maximum payout as per contract in effect at time of such termination).

### **How are “days” accrued when retirement takes place during the academic year?**

Additional sick days are posted at each pay period (subject to contract in effect at time of such termination). Vacation days, which are only accumulated by non-classroom and professional faculty, are pro-rated (subject to contract in effect at time of such termination).

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## HEALTH INSURANCE FOR RETIREES

**Note: Prior to retirement, a faculty member should check with the Human Resources Office as to the rules currently in force for Nassau County employees.**

### **Does health insurance continue upon retirement?**

Yes. Health Insurance, whether individual or family, continues in retirement and is defined in the contract. As with any provision of the contract, changes to retiree health benefits can only be made through negotiations between the employer and the NCCFT. The employee must complete a Nassau County Health Insurance Transaction Form to assure continuous health insurance coverage. This form is available in the College’s Human Resources Office.

**What is the minimum number of service years required for a retiree to be eligible for health insurance?**

Eligibility for retiree health coverage is based on New York State Health Insurance Program (NYSHIP) rules.

In order to be eligible to retire with health benefits through the College:

**If you are enrolled in the Optional Retirement Program (ORP)/TIAA:**

- You are required to meet the minimum age requirement of fifty-five (55) years of age and must have completed a minimum of five (5) years of service

**If you are enrolled in the NYSERS or NYSTRS:**

- You are required to meet the minimum age requirement of fifty-five (55) years of age and must have completed:
  - A minimum of five (5) years of service for Tiers I through IV
  - A minimum of ten (10) years of service for Tiers V and VI

Years of service must include five years with Nassau County. The years of service can include employment with any agency within Nassau County as well as employment with Nassau Community College.

If you were a member of the ORP/TIAA, NYSERS, or NYSTRS from a previous employment, please advise your Human Resources representative.

**If the retired faculty member marries after retirement, is health insurance paid for the spouse?**

Yes.

**If the retired faculty member is divorced and remarries, is the new spouse covered?**

Yes.

**What happens to health insurance if a retired employee dies before the spouse?**

If the retired employee has had 10 years of full time employment, the spouse may continue health insurance coverage for 3 months at no cost; thereafter, they will be required to pay full cost of coverage directly to the Health Insurance Unit within the county Comptroller's Office. A death certificate must be sent to the Comptroller's Office within 90 days. The spouse is then notified of the cost and procedure for payment. In the event of remarriage, the spouse is no longer covered. In the event the retired employee has had fewer than ten years of full-time employment, there are limitations to the period of time the spouse will be offered coverage.

**What are the regulations regarding Medicare? How does Medicare mesh with existing medical coverage?**

When the retiree reaches the age of 65, Medicare becomes the primary insurer. The retiree must first submit a claim to Medicare and after receipt of a voucher, submit the doctor's bills stating the diagnosis, with the Medicare voucher, to Empire/United Healthcare (NYSHIP) 1-877-769-7447. The retiree will receive the difference provided by Empire/United Healthcare (NYSHIP).

Retired faculty members who have reached the age of sixty-five (65) are reimbursed twice a year by the County for their regular monthly Medicare Part B premiums. Many retired faculty members are also charged additional Medicare Part B premiums, referred to as an IRMA (Income Related Medicare Adjustment) that are either billed by Medicare or deducted from Social Security payments. Those faculty should contact the County Comptroller's Health Benefits Office (516) 571-2369; 240 Old Country Road, Mineola, NY 11501; [comptrollerhealthbenefits@nassaucountyny.gov](mailto:comptrollerhealthbenefits@nassaucountyny.gov)) to determine how to get reimbursement for these additional premiums.

In addition, if a retired faculty member has a spouse who had retired and has reached the age of 65, the County reimburses the spouse twice a year for their monthly Medicare Part B premiums.

**Note:** If a retired faculty member over age 65 has a spouse less than 65, the retiree would have Medicare as primary and the spouse would have the County health plan until they reach age 65.

**Note:** If a faculty member is working, and has a spouse who has reached age 65, then the faculty member's health insurance is the primary carrier for both. Social Security should be told that the faculty member's health insurance will remain the primary carrier when the spouse applies for Medicare.

**Note:** If a faculty member is an active employee with a domestic partner who is enrolled in NYSHIP as their dependent and who is turning 65 (see Note below) are the Medicare rules different for domestic partners?

Yes. Because Medicare is a federal program that does not recognize domestic partners, Medicare becomes primary for your domestic partner at age 65, even though you are still working. Therefore, your domestic partner must have Medicare Parts A and B in place when first eligible due to age for Medicare, regardless of whether you are in active or non-active status.

**Note:** The Social Security Administration suggests that individuals go to Social Security Office three (3) months prior to reaching age 65 to apply for Medicare or Social Security benefits.

## OPTICAL COVERAGE FOR RETIREES

### **Does optical coverage continue into retirement?**

Optical coverage may be continued under the terms of the COBRA law. Information for this benefit is available in the College's Human Resources Office.

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## LIFE INSURANCE FOR RETIREES

### **Does life insurance continue into retirement?**

Life insurance may be continued into retirement, via direct payment, provided the retiree maintains affiliation with the NCCFT and was a member in good standing for at least 90 days prior to retirement. There can be no break in coverage. If coverage is not continued at the time of retirement, the retiree is not eligible to re-enroll.

### **What life insurance plans are available?**

The NCCFT basic \$12,000 group life insurance policy may be continued into retirement upon payment of the annual premium.

**Note:** At retirement, the Accidental Death and Dismemberment ends.

The NCCFT supplemental \$30,000 group life insurance policy may be continued into retirement upon payment of the annual premium.

### **What changes occur in life insurance coverage at age 65?**

At age 65, the coverage limits for retired faculty on all life insurance policies are reduced 50%. The premiums are also reduced 50%. At age 70, the combined value of all life insurance policies is a maximum of \$2,000. Premiums are adjusted accordingly.

### **What procedures should be followed by a faculty member who wishes to maintain life insurance coverage following retirement?**

Faculty members who inform the NCCFT office of their intended retirement date will receive a letter explaining provisions for life insurance for retirees. Upon receipt of annual affiliation fees, the NCCFT will notify the insurance broker who will bill the retiree directly on an annual basis.

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## DENTAL BENEFITS FOR RETIREES

### **Who is our dental benefits provider?**

Newman Company is the Plan Administrator for the NCCFT Self-Insured Dental Plan. Their address is 925 Hempstead Tpke. Suite 340, Franklin Square, NY 11010. They can be reached at 516-488-1100. Updated claim forms, the benefits booklet and participating providers can be found on the union website: [www.nccft.org](http://www.nccft.org).

**Do dental benefits continue into retirement?**

Dental benefits may be continued into retirement provided the retiree maintains affiliation with the NCCFT and was a member in good standing for at least 90 days prior to retirement. There can be no break in coverage. If coverage is not continued at the time of retirement, the retiree is not eligible to re-enroll.

**What procedures should be followed by a faculty member who wishes to maintain dental benefits following retirement?**

Faculty members who inform the NCCFT office of their intended retirement date will receive a letter explaining provisions for dental benefits for retirees. Upon receipt of annual affiliation fees, the NCCFT will notify the plan administrator who will bill the retiree directly on an annual basis.

**Are spouses/domestic partners and dependents covered?**

Dental benefits for spouse/domestic partners and any eligible dependents who were covered at least 90 days prior to retirement may be continued through payment of an annual premium (see Dental Benefits booklet on [www.nccft.org](http://www.nccft.org) for exceptions). If a faculty member marries after retirement, the spouse/domestic partner/dependent may be enrolled in the dental plan. If a retiree becomes legally responsible for a minor, that minor may be enrolled in the dental plan. Dependents must be enrolled within 30 days of eligibility.

**Are spouses/domestic partners and dependents covered after the death of the retiree?**

A surviving spouse/domestic partner/dependent who was covered for dental benefits may continue said benefits in the group dental plan by paying the appropriate premiums. There shall be no restrictions as to age or marital status. However, should a surviving spouse remarry, the new spouse/domestic partner will not be eligible for coverage. A surviving child who is no longer considered a dependent may continue coverage under the terms of the COBRA law.

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CHECK LIST

Additional steps to be taken when considering retirement:

1. Contact the appropriate retirement system and other offices listed on page 1.
2. Send a letter of resignation to the department Chair, with a copy to the NCCFT, the President's office, the Office of Human Resources, and the area Dean.
3. Go to the College Human Resources Office, Tower 7, and fill out a Nassau County Health Insurance Transaction Form and any other applicable forms. That office will then notify the County Comptroller's Office.
4. In the case of early retirement, an official copy of your birth certificate must be brought to the College Human Resources Office.



**THE NCCFT RETIREMENT COMMITTEE HAS TAKEN GREAT CARE IN  
VERIFYING THE INFORMATION CONTAINED IN THIS BOOKLET,  
HOWEVER, RULES, REGULATIONS, CONTRACTS, ETC. CHANGE  
PERIODICALLY.**

**FACULTY ARE URGED TO CHECK THE REGULATIONS IN EFFECT  
AT THE TIME OF THEIR RETIREMENT.**