

# Work-Life Services

## Benefits for NYS Employees



[www.worklife.ny.gov](http://www.worklife.ny.gov)

**Work-Life Services (WLS)** are five negotiated benefits programs for Executive Branch employees resulting from a collaboration between NYS and the public employee unions. These programs are designed to increase employee productivity and morale by improving the quality of work and life for employees and include: Employee Assistance Program, Worksite Child Care Centers, Flex Spending Account, NYS-Ride, and Pre-Retirement Planning.

### Employee Assistance Program

The Employee Assistance Program (EAP) helps employees and their families address work, family, and personal issues so they can live healthier, happier, and more productive lives. Specially trained EAP Coordinators, located in agencies and facilities statewide, provide employees with individual assessments and customized referrals to local resources for additional help. EAP services are free and confidential.

#### What can the EAP help with?

- Family and relationship problems
- Stress, physical, and emotional concerns
- Alcohol and other drug problems
- Health insurance questions
- Identifying local resources for child care, elder care, legal, and financial services
- Wellness programs to promote healthy living, including *WellNYS Everyday* [www.worklife.ny.gov/wellNYSeveryday](http://www.worklife.ny.gov/wellNYSeveryday)

[www.worklife.ny.gov/eap](http://www.worklife.ny.gov/eap)  
**800-822-0244 (available 24/7)**  
[nyseap@eap.ny.gov](mailto:nyseap@eap.ny.gov)



Andrew M. Cuomo, Governor,  
State of New York

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**Balancing work, home, and life**



[www.worklife.ny.gov](http://www.worklife.ny.gov)



## Balancing work, home, and life

### Pre-Retirement Planning

Pre-retirement planning information is available to Executive Branch employees both online and at seminars. Online, employees can access a printable version of the comprehensive *Self-Help Guide to Pre-Retirement Planning*, a checklist, monthly tips, a resource list, and numerous videos. Full-day seminars provide information on planning and the benefits available to state retirees.

#### What topics are covered?

- Planning for retirement
- NYS pension
- Health insurance coverage
- Social Security
- NYS Deferred Compensation Plan
- Medicare

Seminars are held throughout the state for employees who are within five years of retiring. For more information on seminar schedules, please contact your human resources office.

[www.worklife.ny.gov/preretirement](http://www.worklife.ny.gov/preretirement)  
[worklife@goer.ny.gov](mailto:worklife@goer.ny.gov)

### Flex Spending Account

The Flex Spending Account (FSA) offers two benefits that allow employees to pay for expenses with pre-tax salary:

- Dependent Care Advantage Account (DCAAccount) for child, elder, or disabled dependent care expenses necessary to enable you to work
- Health Care Spending Account (HCSAccount) for eligible health care expenses not reimbursed by health insurance or other benefit plans

#### Why enroll?

Save on federal, state, city, Social Security, and Medicare taxes and keep more hard-earned dollars in your pocket.

#### How can I enroll?

Eligible NYS employees enroll during the open enrollment period each fall or during the year if they experience a qualifying Change in Status.

[www.flexspend.ny.gov](http://www.flexspend.ny.gov)  
800-358-7202

### NYS-Ride

NYS-Ride is a pre-tax benefit that allows employees to save money on public transportation expenses used to commute to work.

#### Why enroll?

Save on federal, state, city, Social Security, and Medicare taxes while helping to sustain the quality of the environment.

#### How can I enroll?

Enroll anytime if you are an eligible NYS employee receiving biweekly paychecks.

[www.nysride.com](http://www.nysride.com)  
866-428-7781  
TTY/TDD: 866-353-8058

### Worksite Child Care Centers

The NYS Worksite Child Care Centers are licensed by the State of New York and many have achieved national accreditation. Each center is a separate not-for-profit organization with a volunteer board of directors that sets policy and oversees program management.

#### What is offered?

- Peace of mind that comes from having your child close by
- Infant care, part-time care, toddler, and preschool programs
- Summer day camp programs for school-age children at many centers
- Enrollment priority to children of state employees
- Developmentally appropriate programs
- Assurance your child is in a licensed center
- Opportunity for mothers to return to work and continue nursing
- Opportunities for state employees to serve on a board of directors

A listing and description of each center is on the website.

[www.worklife.ny.gov/childcare](http://www.worklife.ny.gov/childcare)  
[worklife@goer.ny.gov](mailto:worklife@goer.ny.gov)  
518-473-8091

These programs are the result of a collaboration between NYS and the public employee unions.