



## ROMAN CATHOLIC ARCHDIOCESE OF BOSTON BENEFIT TRUSTS

66 BROOKS DRIVE, BRAINTREE, MASSACHUSETTS 02184

May 10, 2021

Dear Employee:

The year's Open Enrollment period for the Roman Catholic Archdiocese of Boston Health and Dental Plans is **Monday, May 10 to Friday, June 11, 2021**. During this period, you may review your Health and Dental Plan options and make changes to your elections based on your family's needs without a qualifying life event or the need to submit supporting documentation. During Open Enrollment, examples of election changes include, but are not limited, to the following:

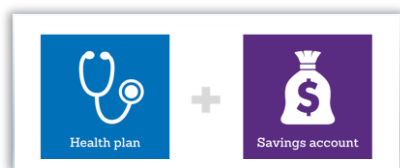
- ✓ Enrolling or terminating enrollment in the Health and/or Dental Plans
- ✓ Switching to or from the Blue Cross Basic and Enhanced Plans or the *new High Deductible Health Plan*
- ✓ Changing between Individual, Family, and Individual +1 coverage
- ✓ Adding or removing a dependent



If you would like to keep your current elections, **no action is required**. If you want to make changes to your Health and/or Dental Plan elections, you must make them **by 5:00 p.m., Friday, June 11** through the MyEnroll system, which can be accessed at [myenroll.com](http://myenroll.com). Any changes or enrollments are effective as of July 1 and any terminations are effective as of June 30. Any changes requested outside this window **MUST be made within 30 days after a qualifying life event** and include supporting documentation.

### ***NEW Option for Health Care Coverage – the RCAB High Deductible Health Plan***

The new RCAB High Deductible Health Plan (HDHP) is a lower premium/higher deductible option paired with a Health Savings Account (HSA), to which the Health



Benefit Trust and employees may contribute. Employees and spouses enrolled in the RCAB HDHP may earn HSA dollars by completing wellness activities (see below) and may also deposit their own money through pre-tax payroll deductions, up to annual legal limits each calendar year.

The RCAB HDHP provides 100% coverage for preventive care and prescriptions. All other medical services and prescriptions are subject to the deductible and co-insurance. Please review the enclosed flyer and Summary of Benefits & Coverage for more details. You should also plan to attend a HDHP webinar and/or the Q&A session during Open Enrollment to learn more, including how any current HRA balance would be affected. To view the schedule of dates and sign up for a HDHP webinar and/or the Q&A session, type this link into your browser: [catholicbenefits.org/webinars](http://catholicbenefits.org/webinars).

### *Changes to Rates for Enhanced and Basic Plans*

In setting the new Health Plan rates, the Trustees for the Health Plan took into consideration the ongoing increase in health care costs, partly due to COVID-19. By making a strategic decision to use Plan reserves to help subsidize the rates, the Trustees cut in half the need for an increase in Enhanced Plan rates, resulting in a modest 2.4% premium increase and a 2.8% **reduction** in Basic Plan rates, effective July 1, 2021. The addition of the High Deductible Health Plan provides an even **lower** cost alternative to the Basic Plan, with premiums approximately 18% below Basic Plan rates and 29% below Enhanced Plan rates. To determine how your payroll deductions will change for July 1, please log in to MyEnroll ([myenroll.com](http://myenroll.com)) by June 11 and complete the Open Enrollment module.

### *Wellness Programs – Challenge Makeover!*



Employees and spouses enrolled in either the Enhanced or the Basic Health Plans can each earn up to **\$1,000** per Plan Year as a contribution to a tax-free Health Reimbursement Arrangement (HRA) by participating in the Blue Cross *ahealthyme* Program and the **new WellRight Challenge Program** between July 1, 2021 and June 30, 2022. WellRight is an innovative online wellness vendor that will offer eligible employees and spouses the opportunity to participate in **10 diverse and customized Challenges** in the new Plan Year. **Note:** Employees and spouses enrolled in the RCAB HDHP are eligible to earn up to \$500 (if enrolled in an individual plan) or \$1,000 (if enrolled in an individual +1 or family plan) into the employee's HSA for completing activities in *ahealthyme* and WellRight. Both HRA and HSA accounts are managed by HealthEquity. These accounts can be used to pay for qualifying out-of-pocket medical, dental, and vision expenses. An important notice regarding your rights relating to participating in the Wellness Program is included in this packet.

An **additional \$150** HRA or HSA (for RCAB HDHP-enrolled employees and spouses) contribution per enrolled employee and spouse per Plan Year can be earned as a Wellness Rewards reimbursement for qualified expenses, such as gym memberships, weight loss programs, etc. More information is available at [catholicbenefits.org/health/wellnessrewards.pdf](http://catholicbenefits.org/health/wellnessrewards.pdf).



### *Archdiocese 401(k) Plan Investment and Fee Changes*

Effective June 30, 2021, based on extensive analysis and review by the 401(k) Plan Investment Committee, the RCAB 401(k) Plan's target date investment suite will change to the American Funds Target Date Retirement Series. A separate notice will be sent by TIAA in June, explaining that all account balances in the current JP Morgan SmartRetirement investments will be moved to the American Funds fund with the same projected retirement year.

In addition, effective June 30, 2021, the Plan will change how it allocates fees charged to employee accounts to pay TIAA's per account recordkeeping services fee. Each account

will be charged 0.153% of assets, which will replace the current practice of accounts being charged a different percentage of assets depending on which investment(s) has/have been selected. This change will result in a reduction in expenses for over 95% of current RCAB 401(k) accounts. Note that if the 0.153% charge exceeds the amounts owed to TIAA, employees will have credits issued to their accounts on a periodic basis. This fee will be evaluated regularly and reduced if appropriate. Please watch for an additional notice from TIAA on this issue in June.

Don't forget that the 401(k) Plan provides a 4% match for contributions of 5% or more of compensation after one year of service. Start or change your 401(k) Plan deductions on a pre-tax and/or Roth after-tax basis by completing a Salary Deferral Form found at [catholicbenefits.org/401k/deferral.pdf](http://catholicbenefits.org/401k/deferral.pdf). Send the completed form to the payroll contact at your location. You can track your investments, change your investment selections, or designate a beneficiary by logging in to your TIAA account ([tiaa.org](http://tiaa.org)). TIAA provides a variety of online tools to help you achieve financial wellness.

### *Open Enrollment Webinars*

The Archdiocese of Boston Benefits Office will host several webinars between May 10 and June 11 to review highlights of the Enhanced and Basic Plans, the Dental Plan, the new HDHP and the 401(k) Plan changes, and other important information. To view the schedule of dates and sign up for a webinar, type this link into your browser: [catholicbenefits.org/webinars](http://catholicbenefits.org/webinars).



### *Review Your Benefits Coverage in MyEnroll*

During Open Enrollment, log in to MyEnroll at [catholicbenefits.org](http://catholicbenefits.org) to make changes, review your benefit coverages, and check on payroll deductions effective July 1, 2021. Your benefits may include Long-Term Disability Insurance, Life Insurance, and Transition Assistance Program unemployment insurance coverage, all of which are provided to eligible employees at no additional cost to them. Check with your location's benefits/payroll contact to confirm eligibility.

### *Important Legal Notices*

Please review the enclosed Important Notices, which provide essential information about your benefits and legal notices applicable to the Archdiocese of Boston Benefit Plans.

As always, please feel free to contact the Benefits Office at (617) 746-5640 or [benefits@rcab.org](mailto:benefits@rcab.org) if you have questions regarding any of the information above.

Sincerely,

Carol Gustavson

Plan Administrator, Roman Catholic Archdiocese of Boston Benefit Trusts