



Newsletter

Benefits Open Enrollment | October 30–November 17

Employee Edition

RIT | Human
Resources

October 2023



What You Need to Know:

- > Medical/Rx plans remain the same, except for the out-of-pocket maximums will increase as they do each year, per IRS limits. Employee contribution amounts will increase slightly.
- > All other benefit plans and employee rates will remain the same.
- > Open Enrollment is your annual opportunity to make changes to your benefits, add or remove dependents, or waive coverage. If you take no action during Open Enrollment your 2023 elections will roll over into 2024 except for Health Care and Dependent Care Flexible Spending Accounts.
- > You can increase your Supplemental Life from 0 to 1 times pay or 1 to 2 times pay without needing to complete an Evidence of Insurability (EOI). EOI will be required for any enrollments to Life Insurance, Spouse/Partner Life or Supplemental LTD.
- > Open Enrollment is a great time to ensure your beneficiaries are up-to-date for your life insurance and retirement plan. Information on how to update beneficiaries is located on the Benefits website.
- > Enroll or make changes online using Oracle Employee Self-Service at myinfo.rit.edu.

Action required if...

- > You want to change any of your benefit elections.
- > You are adding dependents.
 - > Make sure you have supporting documentation ready to provide to verify your dependent's eligibility.
- > You want to participate in a Health Care or Dependent Care Flexible Spending Account in 2024.
 - > These elections will not roll over – you **must** re-enroll.

Employee Flu and COVID-19 Vaccine Clinic

Tue, Oct 31 | Flu Vaccine and COVID-19 Vaccine
 [📍 COVID-19 VACCINE APPOINTMENTS ARE CURRENTLY FULLY BOOKED]
Wed, Nov 1 | Flu only
9 a.m. – 3 p.m.
1829 Room, Student Alumni Union

- Wegmans will be on campus to administer flu vaccines and COVID-19 vaccines (Moderna - Spikevax).
- > If you have already scheduled your flu vaccine for one of these dates and you would also like to receive the COVID-19 vaccine, you will need to make an additional appointment.
 - > If you would like to schedule one or both vaccines, please go to the Better Me website at rit.edu/betterme to get the direct scheduling link.
 - > Walk-ins will also be accepted for flu vaccines only.

2024 Open Enrollment
October 30–November 17, 2023. Enroll or make changes through Oracle Employee Self-Service at myinfo.rit.edu.

Questions?

Come to our Benefits Fair!
 Call the RIT Service Center at 585-475-5000 or go to help.rit.edu.
 Visit the Benefits Website at rit.edu/benefits.

2023 Benefits Fair

Tue, Oct 31 and Wed, Nov 1
9 a.m. – 3 p.m.
Fireside Lounge, Student Alumni Union

Representatives available from:

- > Medical and Dental (Excellus BlueCross BlueShield)
- > Prescription Drug (OptumRx)
- > Wegmans Pharmacy
- > Flexible Spending Accounts (Lifetime Benefit Solutions)
- > Vision Care Plan (VSP)
- > Retirement Plan Recordkeepers (Fidelity and TIAA)
- > Investment Advice Program (CAPTRUST)
- > Life, AD&D, and Disability Insurance (Prudential)
- > Employee Assistance Program (ComPsych)
- > Legal Services Plan (MetLife Legal)
- > Identity Theft Protection (Identity Force)
- > New York's 529 College Savings Program
- > Home Owner Partnership (City of Rochester)
- > RARES
- > RIT's Better Me Employee Wellness Program

Free Services Including:

- > Chair Massages
- > Blood Pressure Checks

Enter and Win!

Prize Drawings and Free Giveaways
 UNDER IRS REGULATIONS, PRIZES MAY BE TAXABLE.



Who Must Enroll?

2024 Open Enrollment October 30–November 17, 2023. Enroll or make changes through Oracle Employee Self-Service at myinfo.rit.edu.

Your current medical, dental, vision, life, AD&D, LTD, legal services coverage, and identity theft protection continues automatically into 2024. Your Health Care Flexible Spending Account and/or Dependent Care Flexible Spending Account **do not** continue automatically—if you want to participate in the Flexible Spending Account options for 2024, you must enroll.

Now is Your Opportunity to Make a Change

Please remember that the Benefits Open Enrollment period is **your only opportunity to enroll, change, or cancel most of your benefits elections**, unless you have a qualified family or employment status change during the year. These IRS-qualifying events include:

- > Marriage
- > Birth or adoption of a child
- > Divorce
- > Death of a spouse or dependent
- > A change in employment (e.g., spouse or child gaining or losing employment)
- > Dependent child aging off parent's insurance

If you experience one of these events and want to elect, change, or cancel your coverage, under IRS rules, you must make the coverage change **within 31 days of the event, even if you do not yet have the required proof**. Otherwise, you must wait until the next Open Enrollment for a January 1 effective date. In addition, please note that the event must be consistent with the change you want to make (e.g., changing from two-person to family coverage after the birth of a child). Refer to the Qualifying Events section on the Benefits website for details about allowed changes.

If you do not take action during the Open Enrollment period, you will not be able to make changes to these benefits during the year, except as described above. Your 2023 benefits elections for the benefits listed here will continue into 2024 **except** for the Health Care and Dependent Care Flexible Spending Accounts. **Your 2023 elections for these accounts do not continue in 2024 automatically. If you want to participate in a Health Care Flexible Spending Account or Dependent Care Flexible Spending Account for 2024, you must enroll.**

Save on Taxes with a Health Care and/or Dependent Care Flexible Spending Account (Beneflex)

Beneflex, RIT's flexible spending account plan, allows you to choose to open a Health Care Flexible Spending Account (HCFSA) and/or a Dependent Care Flexible Spending Account (DCFSA).

Through these accounts, you select a certain amount of your earnings to be payroll deducted before taxes are calculated on your pay. This tax-free deducted amount is placed in your HCFSA and/or DCFSA and can be used to pay eligible health care and dependent care expenses.

It is important to estimate your health care and dependent care expenses carefully. Under Federal law, if you do not use all the money in these accounts by the end of the year (DCFSA) or by the end of the Grace Period, you will lose this money.

Remember, your 2023 HCFSA and DCFSA elections do not continue in 2024 automatically. If you want to participate in these accounts for 2024, you must enroll.

	Health Care Flexible Spending Account	Dependent Care Flexible Spending Account
Who is Eligible to Claim Expenses	Employees, their spouse and their eligible dependent children who have qualified out of pocket medical, dental and vision expenses.	Anyone who has an eligible dependent child under age 13 or is disabled and incapable of self-support who needs care so you and your spouse can work or attend school full-time.
Annual Funding Maximum	\$3,050 (2024 amount not yet announced)	\$5,000 (filing married); \$2,500 (filing separate)
Incur Expenses Through	March 15th of the following calendar year (Grace Period)	March 15th of the following calendar year (Grace Period)
Claim Submission Deadline	April 30th of the following calendar year	April 30th of the following calendar year
Fund Availability	Entire fund amount elected is available for use as of January 1, regardless of when the actual funds are deposited in the account	You can only be reimbursed up to the amount in your FSA when the reimbursement request is made.
Covered Expenses	Eligible health care expenses incurred throughout the year.	Child care centers, family day care providers, child care givers, nursery schools, caregivers for a disabled dependent, etc.

Save on Your Prescriptions at Wegmans Pharmacies

RIT has had a preferred pharmacy arrangement with Wegmans Pharmacy for many years.

- > Your copays will be lower at Wegmans than at other retail pharmacies.
- > You can purchase a 90-day supply of a maintenance medication at Wegmans, which you cannot do at any other retail pharmacy.

Wegmans Home Delivery is an option for those with maintenance medications. So, if it is not convenient for you to go to a Wegmans Pharmacy, you can still take advantage of the lower copays.

It is easy to transfer your prescription from another pharmacy to Wegmans Home Delivery. You can call Wegmans at 800-934-4797 for assistance.

CAPTRUST: Investment Advice and Financial Coaching

Experienced and licensed CAPTRUST counselors are available to meet with you individually by phone or video conference for confidential discussions at no cost to you; your spouse/partner is welcome to join the session as well.

The counselors can help you with how much to save and how much to invest for retirement along with how to navigate other financial priorities like budgeting, debt, credit, college savings, and more.

To set up an appointment, visit captrustadvice.com or call CAPTRUST at 800-967-9948.

Summary of Benefits You Can Make Changes to During Open Enrollment

**2024 Open Enrollment
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2023.** Enroll or make changes
through Oracle Employee
Self-Service at myinfo.rit.edu.

Visit the Benefits website at
rit.edu/benefits. There you
will find helpful information
and tools, including premium
contribution rates and
detailed summaries.

Medical/Rx Benefits

Four medical plan options are offered and administered through Excellus BlueCross BlueShield: POS A, POS B, POS B No Drug and POS D. The prescription drug benefit is administered by OptumRx. It is important to compare your health needs along with the coverage of the medical plans and the premium costs to determine which plan is best for you. Employees may cover their spouse/domestic partner and children up to age 26. RIT pays the majority of the medical premiums for employees. Employee premium costs vary based on plan, coverage level and employee salary level.

Dental Benefits

Two dental plan options are offered and administered through Excellus BlueCross BlueShield: The Standard Plan and the Enhanced Plan. Both plans provide 100% preventive coverage; the Enhanced plan providing more coverage for major services with a higher annual maximum. Employees may cover their spouse/domestic partner and children up to age 26. RIT pays the majority of the dental premiums for employees.

Vision Benefits

Vision coverage is offered through VSP. Well vision exams have a \$15 copay and there is a \$150 allowance for frames or contacts each calendar year. Employees may cover their spouse/domestic partner and children up to age 26. Vision coverage is fully paid by employee payroll deductions.

Flexible Spending Accounts (FSAs)

A Health Care Flexible Spending Account (HCFSA) and a Dependent Care Flexible Spending Account (DCFSA) are offered and administered through Lifetime Benefit Solutions (LBS). These flexible spending accounts enable employees to use pre-tax dollars to pay for eligible health care and/or dependent care expenses.

Long Term Disability (LTD)

RIT provides eligible full-time employees with LTD, at no cost, at 60% of base pay with a monthly maximum benefit up to \$7,000 (offset by other income), after short term disability. Regular full-time employees are eligible to purchase Supplemental LTD to increase their monthly benefit by an additional 10% of base pay to a total of 70% with a monthly maximum benefit up

to \$10,000 per month (offset by other income). An Evidence of Insurability (EOI) form will be required when enrolling in Supplemental LTD coverage.

Supplemental Life and Accidental Death and Dismemberment (AD&D)

In addition to the Basic Life and AD&D that is provided by RIT at no cost to eligible full-time employees and part-time employees, RIT offers the opportunity to elect Supplemental Life and AD&D Insurance. Options include Employee and/or Dependent Life and AD&D Insurance, providing coverage for your spouse/partner and/or eligible children.

Employee Benefit Amount

1 to 5X annual base pay up to a maximum of \$750,000

Spouse/Partner Benefit Amount

\$25,000 or 1 to 5X employee's base pay up to a maximum of combined base and supplemental employee's coverage

Child(ren) Benefit Amount

\$10,000 or \$20,000

Evidence of Insurability Required

Yes for any increase during Open Enrollment other than employee Supplemental Life change from 0 to 1X pay or 1 to 2X pay.

Group Legal Services

The Legal Services Plan is offered through MetLife Legal Plans (formerly Hyatt Legal). Attorneys are available to help you take care of life's planned and unplanned legal events from exciting moments like buying a home, to less exciting ones like getting a speeding ticket. With their digital estate planning you can create your estate plan online. The Legal Services Plan is fully paid by employee payroll deductions.

NOTE This plan only covers services after the coverage effective date, which is January 1, 2024 for those who newly enroll during Open Enrollment.

Identity Theft Protection

The Identity Theft Protection benefit is offered through Identity Force. They provide continuous monitoring of your personal information, rapid alerts, comprehensive recovery services, and a \$1 million identity theft insurance policy. Once you enroll, Identity Force will send you an email with information about how to register and activate your account. You must register and complete the information on their website for your protection to begin. The Identity Theft Protection benefit is fully paid by employee payroll deductions.



Enrollment Information Resources and Contact Information

If you have questions for RIT, please refer to the RIT Service Center (RSC) portal at help.rit.edu or call the RSC at 585-475-5000. For 2024 benefits details, go to rit.edu/benefits and click on the Open Enrollment link.

Health Care	Other Insurance	Other Benefits	
Medical (Excellus BlueCross BlueShield) 877-253-4797 585-454-2845 (TTY) excellusbcbcs.com/rit	Vision Care Plan (VSP) 800-877-7195 800-428-4833 (TTY) vsp.com	Life, AD&D, STD, FMLA, NYS PFL and LTD (Prudential) 877-908-4778 prudential.com/mybenefits	Identity Theft Protection (Identity Force) 877-694-3367 identityforce.com
Prescription Drug (OptumRx) 855-209-1300 optumrx.com	Dental (Excellus BlueCross BlueShield) 800-724-1675 585-454-2845 (TTY) excellusbcbcs.com/rit	Retirement Program Fidelity 800-343-0860 800-259-9743 (TTY) netbenefits.com/RIT	Legal Services Plan (MetLife Legal Plans) 800-821-6400 800-821-5955 (TTY) legalplans.com access code: 570005
Prescription Drug (Wegmans) 800-934-6267 Call to be transferred to your local store. wegmans.com	Beneflex (Lifetime Benefit Solutions) 800-327-7130 lifetimebenefitsolutions.com	TIAA 800-842-2776 585-246-4600 877-209-3144 (local) 800-842-2755 (TTY) 585-246-4610 (TTY) tiaa.org/RIT	
Rochester Regional Health Family Medicine at RIT 585-922-3100	Employee Assistance Program (ComPsych) 844-572-9730 800-697-0353 (TTY) guidanceresources.com web ID: RITEAP	Investment Advice Program (CAPTRUST) 800-967-9948 captrustadvice.com	

The RIT 2024 Benefits Open Enrollment Newsletter is distributed to employees to help explain RIT's employee benefits plans, describe features, and provide information on how to better use benefits. Some information contained in this newsletter may not apply to you. This newsletter does not replace the document/contract, unless specifically identified as a change in plan provision. If there is any confusion or conflict regarding plan features, the document/contract will be the final authority. RIT reserves the right to change, modify, discontinue, or terminate benefits at any time for any reason.