

NEWSLETTER

Benefits Open Enrollment

Monday, Oct. 28 – Friday, Nov. 15, 2024

2025 | Adjunct Edition



RIT | Human
Resources



What to Know

As you prepare to review your coverage for 2025, there are some important updates to be aware of:

Medical Plans

- › **Cost Increases**
Medical plan contribution rates will increase across all plans. Your actual increase depends on the plan you choose, who you cover, and your salary level.
- › **Plan Features**
Deductibles and coinsurance amounts are increasing for *POS B*, *POS B No Drug*, and *POS D* plans. *POS A* and *PPO* (out-of-area) plans are not changing. Out-of-pocket maximums and prescription drug designs will remain the same on all plans.
- › **POS B No Drug plan**
RIT will discontinue this plan in 2026. Employees currently enrolled in the *POS B No Drug* plan may continue their coverage for one more year. However, this plan will not be open to new enrollees for 2025.

Dental Plans

- › **Cost Increases**
Employee contribution rates will increase by less than \$1 per paycheck, for the majority of employees.
- › **Plan Features**
There are no changes to the dental plans for 2025.

While you are not required to re-elect your benefits, we encourage you to **review your current choices** to ensure they still meet your needs.

Read on to learn more about what you need to **know** and **do** during Open Enrollment!

Medical Plan Employee Contribution Increases

Each year, RIT reviews its medical plans to ensure we are achieving our commitment to offer employees and dependents valuable coverage and meaningful choice. We strive to provide *all* employees access to the medical coverage that best fits their individual needs and budget.

Healthcare costs have risen steadily and substantially the past several years for many reasons – from critical staffing shortages to the development and use of advanced medical technologies, to higher prescription drug prices, to medical inflation, and other factors.¹

Because of this, employee and employer contributions will increase across all plans. RIT will continue to contribute the majority of medical plan costs for our employees.

You will continue to have access to the well-being programs and resources you've become familiar with, along with low cost virtual care through MDLIVE, no-cost preventive care, and additional offerings.

Visit the Benefits website at rit.edu/benefits for the 2025 employee contribution rates.

| Medical Plan | 2024 Plan Design | Changes for 2025 |
|----------------------|---|--|
| POS B | <ul style="list-style-type: none"> > Medical deductible: \$250 individual / \$500 family > Coinsurance: 10% | <ul style="list-style-type: none"> > Medical deductible: \$500 individual / \$1,000 family > Coinsurance: 20% |
| POS B No Drug | <ul style="list-style-type: none"> > Medical deductible: \$250 individual / \$500 family > Coinsurance: 10% | <ul style="list-style-type: none"> > Medical deductible: \$500 individual / \$1,000 family > Coinsurance: 20% > No new enrollments for 2025 |
| POS D | <ul style="list-style-type: none"> > Medical deductible: \$300 individual / \$600 family > Coinsurance: 10% | <ul style="list-style-type: none"> > Medical deductible: \$600 individual / \$1,200 family > Coinsurance: 20% |

PLEASE NOTE

There are no plan design changes to the **POS A** or the **PPO** (for out-of-area employees) plans for 2025.

Medical deductible and coinsurance apply to inpatient hospitalization, outpatient surgery services and advanced imaging. See plan summaries for more information.

Final Year of the POS B No Drug Medical Plan

RIT will be discontinuing the *POS B No Drug* plan after 2025. This plan does not meet Medicare Part D creditable coverage requirements, which could negatively impact our employees who are or will become Medicare-eligible and enroll in this plan. Additionally, this plan may result in unexpected costs for those who need prescription drugs during the year.

Employees currently enrolled in the *POS B No Drug* Plan may continue their coverage through 2025. However, it will **not** be available for new members to enroll for 2025.

Review Your Medical Plan Options

Take this time to review the medical plan options available to you and consider whether there might be a better fit for your personal or family situation. For example, the *POS B* plan offers the same medical coverage as the *POS B No Drug* plan *and* includes comprehensive prescription drug coverage to protect you from significant or unexpected pharmacy expenses.



Choose These Benefits During Open Enrollment:

- > Medical
- > Dental
- > Vision

Managing Prescription Drug Costs

A key benefit of the *POS A*, *POS B*, and *POS D* plans is coverage that helps you pay for your prescription drug costs. If your prescriptions are still more expensive than you expect even with this coverage, talk to your prescribing doctor about alternatives. Chances are there is an equivalent medication available to treat your condition with equal effectiveness, at a lower cost.

Small Dental Plan Increases

For 2025, employees will see very small increases to dental plan contributions – the majority less than \$1 per paycheck. Everything else about your dental coverage will stay the same: you will have two plans to choose from, each with the same plan design that is available today.

1. The American Hospital Association, April 2023: <https://www.aha.org/guidesreports/2024-05-01-2023-costs-caring>



Attend the Benefits Fair

Tues. Oct. 29 and
Wed. Oct. 30, 2024

9 a.m. – 3 p.m.

Fireside Lounge,
Student Alumni Union (SAU)

Connect with our benefits vendors to learn about the programs they offer and how they can support you and your dependents' well-being. This year's attendees include:

- > Excellus BlueCross BlueShield (Medical and Dental)
- > OptumRx (Prescription Drug)
- > Wegmans Pharmacy (Prescription Drug)
- > VSP (Vision)
- > Fidelity (Retirement Plan)
- > TIAA (Retirement Plan)
- > CAPTRUST (Investment Advice Program)
- > RIT's Better Me (Employee Wellness Program)
- > RIT Audiology Center

At the Benefits Fair, you can receive a free chair massage and blood pressure check, and enter for a chance to win prizes and giveaways.*

*UNDER IRS REGULATIONS, PRIZES MAY BE TAXABLE.

Attend a Webinar

RIT will host multiple sessions for employees to learn about their benefits and ask questions. Visit the Benefits website at rit.edu/benefits to find the complete webinar schedule and register to attend. We will also record these webinars and post them to the Benefits website for those unable to attend.

Review Open Enrollment Materials

In addition to reading this newsletter, attending the Benefits Fair, and a webinar, be sure to visit the Benefits website at rit.edu/benefits, where you will find helpful information and tools, including premium contribution rates and detailed plan design summaries.

Consider Your Needs for 2025

Are you planning to expand your family? Do you have a planned surgery? Do you or a family member have new medical concerns? Think about what may be in store for you in 2025 and whether you need to update your benefits to meet your evolving needs.

Review and Update Your Beneficiaries

Open Enrollment is an opportunity to make sure your beneficiaries are up-to-date on your retirement plan. It is the most important thing you can do to make sure the right people are supported if the unthinkable were to occur.

- > 403(b) Retirement Plan:
 - > Fidelity: netbenefits.com/RIT
 - > TIAA: tiaa.org/RIT

Choose Your Benefits Between Oct. 28 – Nov. 15

Log into Oracle Employee Self-Service at myinfo.rit.edu to elect or make changes to your coverage. You **must take action** if you would like to:

- > Change any of your benefit elections for the coming year
- > Add dependents to any of your coverages (be sure to have supporting documentation ready to verify their eligibility)

Above all, we encourage you take advantage of everything available to you in the coming year.

What to Do



Get Your Flu and COVID Vaccines

Wegmans will be administering free employee flu and COVID-19 vaccines.

Schedule your appointment by visiting rit.edu/betterme/flu-vaccines and click "Schedule your vaccine today" or scan the QR code. Walk-ins will be accepted on a first come, first serve basis.

Mon. Oct. 28 and Tues. Oct. 29, 2024

9 a.m. – 3 p.m.

**1510/1829 Room,
Student Alumni Union (SAU)**

Rochester Institute of Technology
Department of Human Resources
8 Lomb Memorial Drive
Rochester, NY 14623-5604

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 585-475-5000. For 2025 benefits details, go to rit.edu/benefits and click on the Open Enrollment link.

Health Care

Medical
(Excellus BlueCross BlueShield)
877-253-4797
excellusbcbs.com/rit

Prescription Drug
(OptumRx)
855-209-1300
optumrx.com

Prescription Drug
(Wegmans)
800-934-6267
Call to be transferred to your local store.
wegmans.com

Vision Care Plan (VSP)
800-877-7195
vsp.com

Dental
(Excellus BlueCross BlueShield)
800-724-1675
excellusbcbs.com/rit

Retirement Program

Fidelity
800-343-0860
netbenefits.com/RIT

TIAA
800-842-2776
585-246-4600
877-209-3144 (local)
tiaa.org/RIT

Investment Advice Program
(CAPTRUST)
800-967-9948
captrustadvice.com

The RIT 2025 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.