



BENEFITS

Open Enrollment Newsletter

Annual Open Enrollment and Option Transfer period is November 16 – December 17, 2020

Open enrollment is the designated period when you can enroll, make changes or waive participation in specific benefits for the next plan year. This includes making a **change** to your health plan for 2020 such as changing from an HMO to the Empire plan or vice versa. This designated period is **not** to newly enroll in health coverage. Enrollment in a health plan without a qualifying event such as marriage, divorce or loss of current coverage will be subject to a waiting period.

Enrollment and change forms should be sent electronically to our main processing mailbox at payroll-hrprocessing@rfmh.org for processing.

All benefit enrollment and/or change forms are due by December 17, 2020. Enroll early to ensure timely delivery of benefit cards.

Getting Started

There is plenty to consider when deciding which benefits to choose for you and your family. To make informed decisions, take these steps:

- 1 Learn about the benefits RFMH offers** This newsletter provides an overview of RFMH benefits and changes for 2021. More detailed information is available on our [website](#)
- 2 Understand your needs** RFMH offers a variety of benefit options to meet the diverse needs of our employees. Consider how your needs may change over the next year. Do you anticipate using health or dependent care services? Do you have enough life insurance? Are you utilizing the pre-tax benefit programs we have in place to pay for everyday expenses such as Health Care Flex, Dependent Care, Transportation and Parking programs?
- 3 Enroll, Opt Out or Change** when you are ready to make your elections, visit our [website](#) for enrollment and change forms.

Benefit Summary

Health Insurance All salaried employees working at least 50% of full-time effort and hourly employees who average 30 hours of work per week are eligible to enroll in health coverage through the New York State Health Insurance Plan (NYSHIP). RFMH is a Participating Employer (PE) under NYSHIP.

NYSHIP offers its members a wide array of health plans. These options include the Empire Plan and several Health Maintenance Organization's (HMO's).

[The Empire Plan](#) is a comprehensive health insurance program available to all regardless of where you live or work. Coverage is worldwide and made up of four parts:

1. Hospital- administered by Empire BlueCross BlueShield
2. Medical/Surgical- administered by United Healthcare
3. Mental Health and Substance Abuse- administrated by Beacon Health Options
4. Prescription Drug- administered by CVS/Caremark

[HMO's](#) are available for most to enroll. You may enroll in any NYSHIP approved HMO that serves the area where you live or work.

The [NYSHIP website](#) provides comprehensive information on each plan. When visiting the website, select [Health Benefits & Option Transfer](#) to access current health insurance options under NYSHIP including eligibility rules, [Plan Providers](#), [Pharmacies](#), as well as [The Empire Plan Formulary](#).

2021 [Health Insurance Choices](#) for PE's provides information you will need to make an educated decision when selecting your health plan for 2021. Information includes, what is new or changing in 2021, comparing your NYSHIP options, similarities and differences between The Empire Plan and NYSHIP HMO's, "Terms You Should Know", plans by county, as well as frequently asked questions. [The Health Insurance Choices for 2021 Supplement](#) contains specific information pertaining to Empire Plan benefits you will have as a RFMH employee.

To make a change to your current health plan you must complete a [PS-404 enrollment](#). Completed change forms and identifications should be directed to your local human resource office or electronically to our [main processing mailbox](#).

No action is required if you wish to remain in your current health plan.

Summary of Benefits and Coverage (SBC) are standardized and easy to understand documents containing Plan coverages, deductibles as well as out-of-pocket limits. View the [SBC](#) for The Empire Plan and/or HMO's. If you do not have internet access, call 1-877-7-NYSHIP and select the Medical Program to request a copy of the SBC for The Empire Plan.

2021 Health and Dental Rates

Plan benefits as well as their cost are both considerations when selecting a health plan. The 2021 rates are not yet available but will be distributed via email when NYSHIP releases them.

Health and dental rates are based on full-time equivalent salary and are evaluated annually on the last day of the last payroll of any calendar year, for the following Plan year. Health and dental plan deductions are taken on a pre-tax basis unless you specify otherwise.

Would you like to eliminate your bi-weekly health deduction and receive an annual payment up to \$1,750? Does Your spouse/partner have access to health coverage? If so, consider enrolling in our Health Buy-Out Program If you have been enrolled in a RFMH health plan for the past two full consecutive years and covered through

December 31, 2020 you are eligible to participate. Once enrolled you will begin the eligibility period towards receiving your \$1,000 or \$1,750 annual payment for opting out of individual or family coverage, respectively.

To participate, simply complete and return the forms outlined below. Your current RFMH health insurance will end December 31, 2020 and you will begin the eligibility period to qualify for your first annual payment in early 2022. Visit our website for the [Summary of Provisions](#) and complete the [enrollment form](#) and [PS-404 Health Insurance Enrollment and Change Form](#) to cancel your health Insurance effective December 31, 2020.

Current participants do not need to re-enroll as your enrollment rolls from year to year. Annual payment to those who opted out of insurance for the 2020 plan year will be made by March 31, 2021.

Dental Insurance

Salaried employees working for at least six (6) continuous months at 50% or more of full-time effort are eligible. The dental Plan offered through MetLife consists of **200,000 participating dentists nationally**. The PDP Plus network has the greatest selection of network dentists that MetLife offers and utilizing in-network options control costs and help lower your out-of-pocket costs. [Locate a participating dentist](#).

Type of Service	In Network (based on the maximum allowed charge)	Out-of-Network (based on the reasonable and customary charge)
Type A Services	100%	100%
Type B Services	70%	70%
Type C Services	50%	50%
Orthodontic (Adults and Children)	\$1,500	\$1,500
Deductible	\$50	\$50

See MetLife [Dental Certificate](#) on our website. Information on types of services begin on page 38.

The plan offered covers routine cleanings in full and reimbursement for other services based on percentages indicated above.

Flexible Spending Accounts

All salaried employees working at least 50% of a full-time schedule are eligible to participate in our flexible spending programs. These programs allow you to set aside pre-tax dollars to pay for qualified expenses. The amount you elect will be deducted from your gross pay before federal, state and social security taxes. Due to IRS regulations, you may be asked to substantiate your claims. Retain all receipts relating to purchases using Flexible Spending Account funds as you may be asked to produce them.

Those with an existing MasterCard due to expire will have new cards mailed to home address on file prior to the current card expiring. If your current card does not expire **do not destroy** it- your new election will be loaded to your current card for the 2021 plan year.

Diversified Group MyFlex available from the Apple App Store or the Android Marketplace This free app allows you real-time access to your flexible spending account. View your transaction history and attach receipts by simply taking a photo. See the [flyer](#) on our website. The “[Employee User Guide](#)” provides employees with pertinent information about using the Wealthcare Admin Portal. You may also contact Diversified directly at 888-322-2524 for assistance or additional information.

Healthflex and Transportation programs have the added convenience of a pre-loaded MasterCard. Visit Diversified’s website at <http://www.dgb-online.com/> to check account balances, submit, and review claims.

Healthcare Flex Spending Account (Health FSA) allows you to set aside money from your paycheck for qualified medical expenses not covered by your insurance plans. The annual election you designate is deducted in equal amounts bi-weekly from your gross pay before taxes are calculated, and you have access to your entire annual election at the beginning of the plan year. Examples of reimbursable health care expenses include medical, vision and dental deductibles, office visit and prescription drug co-payments, orthodontia or other dental care, physical therapy, chiropractic care, hearing aids and smoking cessation. Our Administrator, Diversified partners with the [FSA Store](#) to provide a website with access to exclusive discounts.

The maximum annual amount you may set aside for 2021 is \$2,750. RFMH’s plan also offers a grace period, which permits you to be reimbursed from unused amounts remaining in your FSA account on December 31, 2020 for medical expenses incurred January 1 through March 15 of the following year. Estimate your expenses carefully - as any funds remaining in your account at the end of this period will be forfeited.

Dependent Care program allows you to set aside up to \$5,000 for qualified dependent care expenses. Services must be provided by a certified provider and they will be required to complete a [W-10](#) Dependent Care providers Identification and Certification which needs to accompany your [enrollment form](#).

When estimating expenses, keep in mind any funds remaining in your account after the December 31 will be forfeited.

Healthflex and Dependent Care programs **require re-enrollment each year.** Complete the [enrollment form](#) to participate in either of these programs. If enrolling in dependent care you must submit your enrollment form **along with** a completed [W-10](#) as noted above.

When you separate from RFMH service, you will only have access to the remaining funds in your account for services rendered up to and including your last day of employment.

Tax Free Transportation and Parking Programs

These programs cover qualified expenses you incur for mass transit and parking. The monthly transportation and parking limits for 2021 are \$260 each. Participant elections in the transportation and/or parking programs **roll from month to month and only change at your request. Reminder- the 25th of each month is the deadline for submitting election changes for the following month. All transportation transactions must utilize the provided debit card. Reimbursements will not be provided.** Complete the [enrollment form](#) to enroll in the transportation and/or parking program.

Of important note, please monitor the balance in your accounts. If you separate from RFMH employment you will not be able to access the funds in your accounts after your separation date.

If you have any questions regarding the transportation or parking programs, please contact Diversified directly at jfazio@diversifiedgb.com.

Defined Contribution Plan

Are you on target to meet your retirement goals? Visit [TIAA's website](#) where you can access on demand webinars on specific topics and utilize one of the many planning tools to assist you in meeting your retirement goals. The [Advice and Guidance](#) provides access to targeted educational materials, advisory tools, and resources based on individual needs. Under [Retirement Calculators & Financial tools and Calculators](#), you will find [Retirement Advisor](#) providing you the opportunity to receive advice/guidance and recommendations using the method you prefer- online 24 hours a day, by telephone or in person with a consultant. [Retirement Income Illustrator](#) is designed to be used in conjunction with a TIAA Financial Consultant, and assists those nearing retirement, to develop a personal plan to generate retirement income by exploring multiple income options.

We strongly encourage you to meet with a TIAA representative when individual counseling sessions are offered at your work location. You may also [make an appointment](#), visit a TIAA local office or utilize their call center seven days a week at 800-842-2733, and/or explore in-depth articles and online seminars.

Supplemental Retirement Annuity (SRA)

Roth RFMH offers a Roth as an additional option to save towards retirement. Up until now, we have provided you the option of contributing to the SRA on a pre-tax basis. Now you will have the option of pre-tax, post-tax or a combination of both.

In 2021, the (SRA) maximum amount you can contribute is \$19,500 annually for those under 50 and \$26,000 for those who are 50 and older (or will attain age 50 by the end of 2021).

All employees are eligible and encouraged to participate. **Enroll and make changes any time!** Enroll by completing a [Salary Reduction Agreement](#) and returning it to our [main processing mailbox](#). Already enrolled? Check the percentage you currently are withholding. If you wish to maximize the increased limits, you may need to change your contribution to meet your annual goal.

The [Roth Contribution Option](#) Brochure on our website provides you with an overview of Roth's, how it may benefit you as well as answers to frequently asked questions. If you would like to enroll, complete the [enrollment form](#) on our website and return it to our [main processing mailbox](#). If you have questions you may reach out to TIAA by phone at 800-842-2733, online at www.tiaa.org to send an email or explore the ways TIAA can assist you in meeting your retirement goals. You may also send your questions to us through the [main processing mailbox](#).

Educational Assistance

RFMH encourages and supports employees who wish to continue their education. To qualify for this benefit, you must be employed for one continuous year at 50% of full-time effort at the time the course for which reimbursement is being requested completes. If you meet these requirements, you may receive up to 75% reimbursement for tuition for undergraduate or graduate courses up to a maximum of \$5,250 per calendar year (pro-rated for part time employees). The courses you are requesting reimbursement for must be relevant to either your current position or one in which you may be reasonably expected to work within RMFH. **The application deadline for the spring semester is January 29, 2021.**

The [Educational Assistance Packet](#) contains the full policy, application and reimbursement forms. To ensure reimbursement pay close attention to the various submission deadlines.

Please note: NYSPI Employees must submit completed applications to the Education and Training Office

Retirement Health Account RFMH assists you in total retirement planning by establishing a defined contribution plan to be used to pay for qualified medical expenses, including premiums in retirement. This program is administered by Emeriti Retirement Health Solutions, a nonprofit organization providing health benefits to higher education and education-related nonprofits, nationwide with TIAA providing the investment trust management and record keeping services for the health care funds.

Monthly contributions in the amount of \$100 (pro-rated for part time) begin after completing 10 years of qualified service or attaining age 40. Qualified service is defined as 50% of full-time effort. Funds can be used after RFMH employment for those who have at least 15 years of qualified service and your age plus years of service totals at least 70 at the time of separation. Additionally, at the end of each calendar year RFMH may make an additional contribution to your account based on your sick accrual balance.

Voluntary Contributions to Retirement Health Account Total retirement planning includes setting aside money to pay for health insurance related expenses in retirement. And RFMH offers you the option to enroll and contribute to a voluntary retirement health account by electing to have after-tax contributions deducted from your bi-weekly paycheck.

Once you separate from RFMH service, you can access your after-tax contributions to pay for qualified expenses. There are no minimum or maximum contributions; the only pre-requisite is that you are age 21 or older. Enrollment is easy. Complete the [enrollment form](#) and submit it to our [main processing mailbox](#).

Auto and Home Insurance

If you are employed at 50% or more of full-time effort you are eligible to participate. If you currently have MetLife insurance covering your auto or home, enroll and have the premium deducted from your payroll check on a bi-weekly basis and automatically save 10%. Take a moment and contact MetLife at 1-800-438-6388 (Get-Met8) to obtain a quote.

Optional Life Insurance

If you are currently enrolled in basic life insurance and working at least 80% of full-time effort you may participate. Open Enrollment provides you the opportunity to enroll in optional life insurance and obtain coverage above what RFMH provides to you. You may apply for up to one, two or three times your salary with a maximum of \$380,000 (inclusive of coverage

RFMH provides). View [Optional Life Current rates](#). A [statement of health](#) is required if applying for more than \$150,000 of coverage and must be submitted with your [enrollment form](#) to process. Open Enrollment is also the perfect opportunity to ensure your beneficiary information is up to date.

Vision Insurance is offered through MetLife. To be eligible you must be a salaried employee working at least 50% of full-time effort. The bi-weekly cost of this benefit is \$1.00 for individual coverage and \$5.50 for those enrolling in family coverage.

With this Vision Preferred Provider Plan, you may visit any licensed vision specialist and receive coverage however, using a provider in-network allows your benefit dollars to go further. You have a choice of a large network of ophthalmologists, optometrists and opticians, from private practices to retailers like Costco Optical and Visionworks. If using a participating provider, simply pay your co-pay and any amount over your allowance(s) at the time of service.

Under this plan, you are eligible for an eye exam, frames and lenses once every twelve (12) months. To view the full benefits available, review the [Group Vision Benefits Overview](#) on our website.

For general questions or to find a participating vision specialist call 1-855-638-3931 or visit [MetLife](#). Please note, there is no benefit card associated with this benefit. Your provider can verify your enrollment through MetLife. The Research Foundation has been assigned the group number of 117655.

If you are not eligible or do not enroll in Vision coverage you can still use the VisionAccess Program offered to employees and their family members through MetLife. This program provides potential savings and is of no cost to you. You will have access to highly qualified, credentialed, private practice ophthalmologists and optometrists participating in the network, maximizing your savings and choice. Prior to your next vision exam or purchase, simply view a [summary of benefits](#) and print the ID card.

To locate participating providers by utilizing the “Find a Vision Provider” tool. You will need to provide the **program code of MET2021** at the time of your visit.

There is no cost or eligibility requirements to participate in this program.

Legal Insurance If you work at least 50% of full-time effort and not currently enrolled, take this opportunity to learn what this unique and affordable benefit offers.

Enrollment in this plan covers you, your spouse and dependents and offers estate planning documents such as wills, trusts, powers of attorney (healthcare, financial and childcare), healthcare proxies, real estate matters, financial matters, traffic offenses as well as elder law matters and identity theft defense. This service does not cover criminal matters. Participating attorneys in this plan must have a minimum of 8 years of experience, however most average 25.

View a comprehensive list of services offered through MetLaw by viewing the [Fact Sheet](#) along with the [Fee Reimbursement Schedule](#). To use this benefit simply call Hyatt Legal Plans’ Client Service Center at 1-800-821-6400 or you may use [Hyatt’s website](#) to locate participating attorneys in your area.

Enrollment in this benefit is just \$18.00 per month. If you were enrolled in 2020 there is no need to re-enroll as enrollment is rolled from year to year. Complete an [enrollment form](#) to begin participation.

For an overview of legal and/or vision plans you are encouraged to view information on our website including the [MetLife presentation](#) as well as the additional information on this plan on our [website](#).

New York Paid Sick Leave

As of September 30, 2020, all RFMH employees are covered under the state's new sick and safe leave law. Under this new law, all salaried employees working less than 50% of full-time (including hourly) employees will earn 1 hour of sick leave for every 30 hours **worked** (not inclusive of time charged) up to a maximum of 56 hours per calendar year.

In January, employees that are less than 50% of full-time effort or hourly will have access to the sick leave they have been accruing since the September 30, effective date. There are no eligibility requirements to meet for this leave and employees will be sent an email on a bi-weekly basis with the amount of sick accruals they have accumulated and are eligible to use.

RFMH will permit the charging of these accruals in no less than one quarter hour increments. You may visit the [Department of Labor's New York State Paid Sick Leave FAQ's](#) for helpful information.

Paid Family Leave

New York's Paid Family Leave will permit eligible employees to have access up to 12 weeks of job protected, partial paid time off to bond with a new child, care for a family member with a serious health condition, or to assist loved ones when a family member is deployed abroad on active military service. This time can be taken all at once, or in increments of full days. In addition, a law signed by Governor Andrew Cuomo added if the employee or their dependent child, are under an order of quarantine or isolation due to COVID -19. Refer to the [COVID -19 leave page](#) for additional details.

The wage replacement in 2021 has increased to 67% of the employee's average weekly wage, up to a cap of 67% of the current Statewide Average Weekly Wage of \$1,450.17. The maximum weekly benefit in 2021 is \$971.61.

Additional Important Information

[2021 Holiday Schedule](#) is now published on our website.

Vacation Accruals

Reminder: You may only carry up to 40 days of vacation as of the last day of the final payroll of the calendar year. This year the cut off is **December 30, 2020**. Vacation accruals over 40 days will be forfeited if not used by this date. It is extremely important that your timecards are up to date to ensure timely rolling and ability to use your accruals in 2021.

Blood Donation All employees are entitled to either: One three-hour unpaid leave of absence per calendar year to donate at an off-premises location or, paid leave two times per year to donate blood at a blood drive at your place of employment or at a time and place set by your employer. When documenting an absence from work for blood donation you must choose the Blood Donation Leave category on your timesheet and note the amount of time taken to donate.

Have You Moved? Even if your payroll check is directly deposited into your bank account, we still need your current address for W-2's and benefits. Please take a moment to check the address on your direct deposit slip or payroll check to ensure that it is current. If you need to make a change to your address complete the [Employee Information Change Form](#) to update your address.

Questions? Contact your local Human Resource Office or e-mail our [main processing mailbox](#) .

In the event of a discrepancy between this newsletter and the document governing the specific benefit, the official plan document will succeed.

From the desk of the Managing Director

Dear Valued RFMH Employee,

In this challenging time, we are fortunate to continue offering our employees a comprehensive benefits package that now includes the addition of a Roth, enabling you to choose to save for retirement on a pre-or post-tax basis. We continue to make strides by leveraging technology to streamline processes to include modifying forms for individuals to complete and sign with digital signatures as well as main processing mailboxes for transaction submission and to receive answers to your questions.

We will continue our efforts and will remain open for your comments and suggestions on how we can better service our employees. Suggestions are appreciated and welcomed via email to our main Human Resource Mailbox at hr@rfmh.org.

Are you acquainted with qualified individuals who would be an asset to our current workforce and benefit from our comprehensive benefits package? Encourage them go to our website for current [employment opportunities](#) and register to receive notification of job openings as they become available. RFMH is an Equal Opportunity Employer and committed to our Affirmative Action programs.

In conclusion, I wish to extend my gratitude to each of you for your hard work and dedication to our organization during this challenging time.



Robert E. Burke, CPA
Managing Director