

We are pleased to announce the Open Enrollment schedule for the 2016-2017 plan year. Open enrollment will run from May 3<sup>rd</sup> through June 10<sup>th</sup>.

Open enrollment is the time to review all of your current benefit elections and make any changes during this time. Representatives from Independent Health, Pharmacy Benefit Dimension, NOVA and the Guardian will review and answer questions regarding the plans.

Canisius College is committed to providing our faculty/staff with quality healthcare services at the most affordable cost based on the utilization and needs of our group. In a time where increasing healthcare costs continue to challenge institutions across the country, a detailed analysis was conducted to maintain the highest quality benefits plan design options for our faculty/staff. In conducting this assessment, the following plan changes will be implemented for July 1, 2016:

- The Empower POS Plan will no longer be offered effective July 1, 2016
- The Empower POS 5 and POS 6 (formerly known as the Flex Fit Plan) will be offered effective July 1, 2016. This plan will include a \$250 Health Extras wellness card.
- The prescription plan will now include participation in the Mandatory Generic Co-Pay and Specialty Co-Pay Assistance Programs. Details will be provided during the open enrollment meetings.
- Dental coverage will be offered to dependents up to age 26 with no full time student status required.
- A new optional vision benefit will be offered through Vision Service Plan effective July 1, 2016 with dependent coverage offered up to age 26. This benefit is paid in full by the employee.
- The Flexible Spending Account will now be managed through NOVA. The current plan year (7/1/2015-6/30/2016) has a \$500 rollover provision for the unreimbursed medical claims. All claims for the current plan year must be submitted by October 20, 2016. Dependent Care accounts have not changed and will continue utilizing the grace period provision.

**Current participants of the Empower POS Plan will be required to complete a form to elect either the POS 5 or the POS 6 plan options and are encouraged to attend an Open Enrollment Session to complete the form and to learn more about the plan design. New Identification Cards will be mailed to those changing from the Empower plan to a new plan option.**

**Please plan to attend one of the following sessions:**

**Tuesday, May 3<sup>rd</sup> -11am-Noon-Regis**

**Tuesday, May 3<sup>rd</sup>-3:00pm-4:00pm-Regis**

**Wednesday, May 4<sup>th</sup>-2:00pm-3:00pm-Regis**

**Thursday, May 5<sup>th</sup>-1:00pm-2:00pm-Grupp**

Information regarding plan changes, contribution amounts and enrollment forms are located on the HR Portal:

- Log onto myCanisius
- Click on the Human Resources Tab
- Click on Human Resources Home Page
- Click on Forms and Documents
- 2016 Open Enrollment- within this folder you will find information regarding plan changes, rates, benefit summaries and enrollment forms.

The required ERISA notifications for Notice of Creditable Coverage, Womens's Health and Cancer Rights and the Child Health Insurance Program Reauthorization Act may be also be viewed on myCanisius.

Please direct any questions to the Human Resources Department at ext. 2240.