

FOR YOUR BENEFIT

ELIGIBILITY & ENROLLMENT

HEALTHCARE

- MEDICAL
- PRESCRIPTION DRUGS
- DENTAL
- VISION

FSA/LIFE INSURANCE/GROUP LEGAL

DISABILITY

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VOLUNTARY BENEFITS

TO YOUR HEALTH!

REGULATORY NOTICES



ALBERT EINSTEIN COLLEGE OF MEDICINE 2024 BENEFITS SUMMARY

POST-DOCTORAL RESEARCH FELLOWS AND RESEARCH TRAINEES

Benefits Office

1300 Morris Park Avenue, Room
1201 Bronx, NY 10461
benefits@einsteinmed.edu

Montefiore Einstein



FOR YOUR BENEFIT

www.MyMonteBenefits.com

www.MyMonteBenefits.com gives you and your family members easy, one-stop access to everything you need to know about your Einstein Benefits Program.

- **Resource Center** – You'll find Contact Information, Forms, Resources and Regulatory Notices (print versions are available upon request).
- **For Your Benefit**
 - Einstein's Benefits Program – Learn about your options for Healthcare coverage, Flexible Spending Accounts, Life, Accident & Disability Insurance, Group Legal Services and saving for your future financial security.
 - Voluntary Benefits – Direct access to Commuter Benefits and Employee Discounts. You may enroll at any time during the year.
 - Eligibility & Enrollment – Find out who is eligible and how to enroll in Einstein's Benefits Program.
 - Life Events – Learn how changes in your marital and family status affect your benefits.
- **Retirement Center** – Essential information if you are thinking of retiring.

Einstein Benefits Program

Einstein's Benefits Program covers many different areas, which can be tailored to best fit your needs, forming a comprehensive benefits package. Before you enroll in Einstein's Benefits Program, it is important to familiarize yourself with your benefit options. Go to www.MyMonteBenefits.com.

- Select "IF YOU WORK FOR: Albert Einstein College of Medicine – Enter Here".
- Click on the Benefits Orientation photo.
- Everything you need to know as a new plan participant is available to view and/or print, including a Rate Sheet and Medical Comparison.



ELIGIBILITY & ENROLLMENT

Eligibility

You are eligible to enroll in the Benefits Program if you are a Post-doctoral Research Fellow or Research Trainee of the Albert Einstein College of Medicine. If you are not supported by a NRSA training grant, you may enroll in the pre-tax benefits offered by the College.

Your family members are also eligible for coverage. Eligible family members include your spouse and children (including stepchildren, legally adopted children, and children for whom you are legal guardian) whom you can cover through December 31 of the year they reach age 26.

Enrollment

When you first begin at Einstein and each year thereafter during the Fall Annual Benefits Open Enrollment Period, you have the opportunity to elect your benefit options.

You enroll online at Montefiore's Enrollment Website – www.montebenefits.com – or call the Benefits Enrollment Call Center at **888.860.6166** Monday through Friday between 8am and 8pm EST. You'll speak to an enrollment specialist who will help you enroll.

Enrolling a Family Member

To enroll a family member, you must provide proof of that individual's family status with a copy of the following documentation:

- Marriage License or the first page of your most recent tax return (1040 form).
- Birth Certificate, Affidavit of Dependency, final Adoption Decree or Court Order.

Please send the documents via email, fax or mail to:

- Email: mmcdepverify@winstonbenefits.com
- Fax: **732.903.1166**
- Mail: **Winston Financial Services**
Montefiore Dependent Audit
PO Box 430
Manasquan, NJ 08736

If you have any questions:

- About the enrollment process or the Enrollment Website, you can use the online Chat feature for assistance (Monday through Friday between 8am and 8pm EST). Just click on the Chat icon on the top right toolbar after you log in.
- Regarding your benefits, contact the Benefits Office at **718.430.2547** or at benefits@einsteinmed.edu.



ELIGIBILITY & ENROLLMENT

Verify Your Personal Information

If you need to make any changes to your personal information, please go to Employee Self Service on the Einstein Intranet page.

Select Your Benefits

- Your record will be sent to the Benefits Center and you will receive an email informing you that you can enroll for benefits. You have 30 days to enroll.
- Enroll family members for healthcare coverage, and make your benefit elections for Group Legal
- You must make a Healthcare and/or Dependent Care Flexible Spending Account election each year if you want either or both of these accounts.
- Designate a beneficiary for your Life and AD&D Insurance.

Complete Your Enrollment

After you have completed your “To Do” list, select “Complete Enrollment” to review your elections. You can:

- Return to the benefits selection process and make changes, as long as the Election Period is open.
- Select “Exit Enrollment” to complete the selection process and receive a confirmation number. A benefits summary displays your confirmation number.

The benefits selection process is not complete until you receive a confirmation number.

If You Don't Enroll

If you don't enroll within 30 days after you become eligible, you will default to the following coverages and will not be able to make any changes during the year until the next Annual Benefits Open Enrollment Period, unless you have a qualified change in status:

- MontePrime EPO – medical coverage for yourself only.
- CIGNA Dental Care (DHMO) – individual dental coverage
- Vision and Life Insurance

You will not have coverage for any family members.

Your Benefits Program Benefits Program offers a bundled benefits package that includes medical, vision, dental and life insurance coverage. You may also elect to purchase group legal services or contribute to a Flexible Spending Account (not available if you are supported by an NIH training grant).

Einstein pays for the majority of the individual premium cost for MontePrime EPO, UnitedHealthcare High Option Vision, Cigna Dental Care (DHMO) and \$50,000 of life insurance coverage. The monthly premiums for the following benefit options are:

- MontePrime EPO, Cigna Dental Care DHMO, vision and life insurance: \$48.95 individual/\$281.37 employee plus one/\$396.55 family
- MontePrime EPO, Cigna DPPO, vision and life insurance: \$65.96 individual/\$309.51 employee plus one/\$436.21 family
- MonteCare PPO, Cigna Dental Care DHMO, vision and life insurance: \$226.55 individual/\$500.20 employee plus one/\$601.69 family
- MonteCare PPO, Cigna DPPO, vision and life insurance: \$249.21 individual/\$550.22 employee plus one/\$661.86 family.



HEALTHCARE

Medical

Einstein offers two Medical options from which you can choose – MontePrime EPO and MonteCare PPO – or you can waive coverage.

Provider Networks

MontePrime EPO and MonteCare PPO both use provider networks. However they are not identical:

- MontePrime EPO requires you to use in-network providers to receive benefits. No benefits are paid for out-of-network care except in a bona fide emergency
- MonteCare PPO gives you the flexibility to choose any provider you wish (however, you'll pay more for healthcare services from Network Non-preferred Facilities).

Care Guidance

The Care Guidance Program for Einstein employees provides you with a Personal Health Nurse (PHN) who will work one-on-one with you for as long and as often as you need. This is a voluntary program that can provide support and resources to help you, or a member of your family, manage your or their health. Einstein provides this program at no cost to Einstein employees and their family members who are covered by Montefiore's Anthem BlueCross BlueShield medical plans (formerly Empire). All services are completely confidential and at any point in time, you have the opportunity to OPT OUT of the program. For more information, call **855.MMC.WELL** (855.662.9355) or email mmccareguidance@montefiore.org.

IN-NETWORK PROVIDERS	MONTEPRIME EPO	MONTECARE PPO
Hospitals and Other Facilities	Montefiore Moses Hospital, Jack D. Weiler Hospital (Einstein), Montefiore Wakefield Hospital, Westchester Square, The Children's Hospital at Montefiore, Montefiore Mt. Vernon Hospital, Montefiore New Rochelle Hospital, White Plains Hospital, Montefiore Nyack Hospital, Montefiore St. Luke's Cornwall Hospital, Burke Rehabilitation Hospital, Montefiore Ambulatory Surgical Facilities, Montefiore Imaging Center, Department of Radiology, Advanced Endoscopy Center, New York GI Center, and Montefiore Einstein Advanced Care	<ul style="list-style-type: none"> • Anthem Network, Preferred Facilities, Non-preferred Facilities • Montefiore Network (including Montefiore Moses Hospital, Jack D. Weiler Hospital (Einstein), The Children's Hospital at Montefiore, Montefiore Mt. Vernon Hospital, Montefiore Wakefield Hospital, Montefiore New Rochelle Hospital, Westchester Square, White Plains Hospital, Montefiore Nyack Hospital, Montefiore St. Luke's Cornwall Hospital, Montefiore Ambulatory Surgical Facilities, Department of Radiology, Montefiore Imaging Center, Advanced Endoscopy Center, Burke Rehabilitation Hospital, New York GI Center, and Montefiore Einstein Advanced Care
Skilled Nursing Facility, Hospice	Anthem Network and Schaffer Extended Care Center	Anthem Network and Schaffer Extended Care Center
Laboratories	Montefiore Moses Hospital, Jack D. Weiler Hospital (Einstein), Wakefield Hospital, Westchester Square, The Children's Hospital at Montefiore, Montefiore Mt. Vernon Hospital, Montefiore New Rochelle Hospital, Montefiore Nyack Hospital, White Plains Hospital and Montefiore St. Luke's Cornwall Hospital	Quest Laboratories, LabCorp and any hospital laboratory participating in the Empire and Montefiore Networks (including Montefiore Moses Hospital, Jack D. Weiler Hospital (Einstein), The Children's Hospital at Montefiore, Montefiore Mt. Vernon Hospital, Montefiore Wakefield Hospital, Montefiore New Rochelle Hospital, Westchester Square, Montefiore Nyack Hospital, White Plains Hospital and Montefiore St. Luke's Cornwall Hospital
Pharmacies	Montefiore outpatient pharmacies	Express Scripts participating retail pharmacies, home delivery pharmacy service and Montefiore outpatient pharmacies
Physicians, Therapists, and Counseling for Mental Health and Substance Abuse	Montefiore Integrated Provider Association (MIPA), Anthem Network, Highland Medical, P.C., Montefiore Behavioral Care Integrated Provider Association (MBCIPA), Anthem Behavioral Health Network	
Note: If you do not enroll within 30 days of the date you first become eligible, you will automatically be enrolled in MontePrime EPO medical coverage for yourself only .		

HEALTHCARE

MONTEPRIME EPO – YOUR COST IF YOU USE:

	MONTEFIORE NETWORK	ANTHEM NETWORK	OUT-OF-NETWORK
Financial			
Individual/Family Deductible	None	None	Not covered
Individual/Family Out-of-pocket Maximum (Deductible + Copayment + Coinsurance)	\$6,100/\$12,200	\$6,100/\$12,200	Not covered
Inpatient Care • Illness or Injury • Mental Health/Substance Abuse Care • Physical/Occupational Therapy or Rehab	\$0	Not covered except in the case of an emergency admission	Not covered except in the case of an emergency admission
High-Tech Radiology Services (including diagnostic MRI, MRA, CAT Scan, PET, Nuclear Cardiology)	\$0	Not covered	Not covered
Outpatient Surgery	\$0	Not covered	Not covered
Hospice – 210 days	\$0	\$0	Not covered
Skilled Nursing Facility – 120 days	\$0	\$0	Not covered
Emergency Room Care			
• Bona Fide Emergency	\$50 copay; waived if admitted	\$50 copay; waived if admitted	\$50 copay; waived if admitted
• Other than Bona Fide Emergency	Not covered	Not covered	Not covered
• Urgent Care Facility	\$0	\$0	Not covered
• Urgent Care Professional	\$0	\$50 copay/visit	Not covered
Preventive Care – Routine Physical Exam with PCP including OB/GYN; Routine Child Exam/ Immunizations; Routine Mammography	\$0	\$0	Not covered
Outpatient Diagnostic and Laboratory Tests X-rays, Bone Density, Blood, Urine, etc.	\$0	Not covered	Not covered
Physician Services (office visits)			
• Primary Care Physician including OB/GYN and Mental Health/Substance Abuse Care	\$0	\$35 copay/visit	Not covered
• Specialists	\$0	\$50 copay/visit	Not covered
• Chiropractic Care – 10 visits	Not covered	Not covered	Not covered
• Surgery	\$0	\$50 copay/visit	Not covered
Home Health Care – 200 visits	\$0	\$0	Not covered
Maternity	\$0	\$0	Not covered
Allergy Testing and Treatment	\$0	\$35/\$50 copay/visit; \$0 for treatment	Not covered
Physical, Occupational and Speech Therapy	\$0	Not covered	Not covered

MONTECARE PPO – YOUR COST IF YOU USE:

	MONTEFIORE NETWORK	ANTHEM NETWORK		OUT-OF-NETWORK
Financial				
Individual/Family Deductible	None	\$625/\$1,250		\$1,250/\$2,750
Individual/Family Out-of-pocket Maximum (Deductible + Copayment + Coinsurance)	\$5,350/\$10,700	\$5,350/\$10,700		\$6,000/\$17,500
		PREFERRED FACILITIES	NON-PREFERRED FACILITIES	
Inpatient Care • Illness or Injury • Mental Health/Substance Abuse Care • Physical/Occupational Therapy or Rehab	\$0	\$1,000 copay if pre-certified by Conifer Value Based Care ¹ ; an additional \$500 copay if the inpatient care is not pre-certified by Conifer	\$2,500 copay if pre-certified by Conifer Value Based Care ¹ ; an additional \$500 copay if the inpatient care is not pre-certified by Conifer	40% ² coinsurance after \$1,000 copay if pre-certified by Conifer Value Based Care ¹ ; an additional \$500 copay if the inpatient care is not pre-certified by Conifer
High-Tech Radiology Services (including diagnostic MRI, MRA, CAT Scan, PET, Nuclear Cardiology)	\$0	\$250 copay	\$625 copay	40% ² coinsurance after deductible
Outpatient Surgery	\$0	\$500 copay	\$1,250 copay	40% ² coinsurance after deductible
Hospice – 210 days	\$0	\$0		40% ² coinsurance after deductible
Skilled Nursing Facility – 120 days	\$0	\$0		40% ² coinsurance after deductible
Emergency Room Care				
• Bona Fide Emergency	\$100 copay; waived if admitted	\$100 copay; waived if admitted		\$100 copay; waived if admitted
• Other than Bona Fide Emergency	30% coinsurance	30% ³ coinsurance after deductible		40% ² coinsurance after deductible
• Urgent Care Facility	\$0	\$30 copay/visit		40% ² coinsurance after deductible
• Urgent Care Professional	\$15 copay/visit	\$30 copay/visit		40% ² coinsurance after deductible
Preventive Care – Routine Physical Exam with PCP including OB/GYN; Routine Child Exam/ Immunizations; Routine Mammography	\$0	\$0		40% ² coinsurance after deductible
Outpatient Diagnostic and Laboratory Tests X-rays, Bone Density, Blood, Urine, etc.	\$0	20% ³ coinsurance after deductible		40% ² coinsurance after deductible
Physician Services (office visits)				
• Primary Care Physician including OB/GYN and Mental Health/Substance Abuse Care	\$15 copay/visit	20% ³ coinsurance after deductible		40% ² coinsurance after deductible
• Specialists	\$15 copay/visit	20% ³ coinsurance after deductible		40% ² coinsurance after deductible
• Chiropractic Care – 10 visits	\$35 copay/visit	20% ³ coinsurance after deductible		40% ² coinsurance after deductible
• Surgery	\$0	20% ³ coinsurance after deductible		40% ² coinsurance after deductible
Home Health Care – 200 visits	\$0	\$0		40% ² coinsurance after deductible
Maternity	\$0	20% ³ coinsurance after deductible		40% ² coinsurance after deductible
Allergy Testing and Treatment	\$15 copay/visit; \$0 for treatment	20% ³ coinsurance after deductible		40% ² coinsurance after deductible
Physical, Occupational and Speech Therapy	\$0	20% ³ coinsurance after deductible		40% ² coinsurance after deductible

¹ Pre-certification will ensure that services are medically necessary and provided in an appropriate treatment setting.

² Reasonable and Customary charges are based on 150% of the National Medicare Physician Fee Schedule. The Plan benefit is then determined by applying the cost-sharing percentage to this amount; you are responsible for paying the balance of the bill to the provider.

³ If services are billed by a facility, then percentages are applied to covered charges which are based on the rate paid to like-kind Anthem in-network facilities if the facility is within the Anthem area (i.e., the New York metropolitan area including NJ and CT) or the facility's actual charge if it outside of the Anthem area.



HEALTHCARE

Prescription Drug Benefits

Prescription drug benefits are included in your medical coverage. The MontePrime EPO provides prescription drug coverage only through Montefiore Community Outpatient Pharmacy.

IF YOU USE:	GENERIC	PREFERRED (FORMULARY)	NON-PREFERRED (NON-FORMULARY)	SPECIALTY
MontePrime EPO				
• Montefiore Outpatient Pharmacies				
◦ 30-day supply for new prescriptions for chronic medications and seasonal allergy medications	\$0	\$20 copay	You pay 100% of discounted cost	\$20 copay
◦ 90-day supply for refills and all other medications	\$0	\$40 copay	You pay 100% of discounted cost	\$40 copay
Montecare PPO				
• Montefiore Outpatient Pharmacies				
◦ 30-day supply for new prescriptions for chronic medications and seasonal allergy medications	\$0	\$20 copay	You pay 100% of discounted cost	\$20 copay
◦ 90-day supply for refills and all other medications	\$0	\$40 copay	You pay 100% of discounted cost	\$40 copay
Express Scripts				
• Retail Pharmacy (up to a 30-day supply for each prescription)	\$15 copay	\$45 copay	You pay 100% of discounted cost	\$100 copay
• Home Delivery Pharmacy Service				
◦ 30-day supply for new prescriptions for chronic medications and seasonal allergy medications	\$15 copay	\$45 copay	You pay 100% of discounted cost	\$100 copay
◦ 90-day supply for refills and all other medications	\$30 copay	\$90 copay	You pay 100% of discounted cost	\$150 copay

¹ If you use a non-participating pharmacy in an area where there is a participating pharmacy available, your reimbursement will be 75% of the R+C cost of the prescription.



HEALTHCARE

Prescription Drug Benefits

Montefiore Community Outpatient Pharmacy

You can use the Montefiore Community Pharmacy at Montefiore Moses Hospital, 110 East 210th Street, Bronx, NY 10467 to have your prescriptions electronically prescribed.

To begin, you must enroll in the Montefiore Outpatient Pharmacy Management System. To enroll in the Montefiore Outpatient Pharmacy System, go to www.montefiore.org/montefiorepharmacy and complete the Pharmacy Registration Form. Be sure to select your default delivery location as Einstein COM (Einstein Pharmacy).

The Outpatient Pharmacy will send your prescription to the Jack D. Weiler Hospital Pharmacy, 1825 Eastchester Rd, Bronx, NY 10461, located on the first floor of the hospital, where you can pick it up. All prescriptions requested by 11am Monday through Friday will be ready for pick-up at the Weiler Hospital pharmacy the same day after 2pm. Prescriptions are available for pick-up Monday through Friday 8:00am through 4:00pm. The Montefiore Community Outpatient Pharmacy phone number is **718.920.4934**.

If You Enroll in the MontePrime EPO Plan

The MontePrime EPO Plan provides prescription drug benefits ONLY through the Montefiore Community Outpatient Pharmacy. We recognize that there may be times when the Montefiore Outpatient Pharmacy may not be the best or fastest option available to you for filling your prescriptions and rather than wait, there is an option available to you on an exception basis.

Einstein has made special arrangements to reimburse you for drugs purchased at a retail pharmacy due to the following exceptions:

- If you need to have a prescription filled to treat an acute illness on an emergency basis and you have missed the 11:00 a.m. deadline for same day delivery to the Einstein Pharmacy, or
- If you need to have a prescription filled in the evenings or on the weekend when the Montefiore Outpatient Pharmacy is closed.

On an exception basis, you can fill your prescription at a retail pharmacy, but you will have to pay the full cost for the medication. You will receive reimbursement of your out of pocket costs (less any copays/coinsurance that may apply). If you use a pharmacy in the Express Scripts (ESI) network (CVS or Rite Aid), your reimbursement will be higher than if you use a pharmacy that is not in the ESI network. Submit your receipts along with the Prescription Drug Reimbursement form to the Benefits Office, Room 1201, Belfer Building for processing. Since the reimbursements are processed directly by ESI, it may take 3-4 weeks to receive your reimbursement.

Prescription Drug Out-of-pocket Maximum

Your out-of-pocket prescription drug expenses are limited to:

- MontePrime EPO — \$750 for any one covered person (\$1,500 for a family) for prescriptions obtained from Montefiore outpatient pharmacies.
- MonteCare PPO — \$1,500 for any one covered person (\$3,000 for a family) for prescriptions obtained from Montefiore outpatient pharmacies, Express Scripts, participating retail pharmacies, the home delivery pharmacy service and out-of-network pharmacies.

Once that maximum is reached, the Plan pays 100% of any remaining prescription drug expenses for that individual for the rest of the calendar year.

If you purchase a brand name medication (preferred or non-preferred) when a generic equivalent is available, you are responsible for the retail or mail order generic copayment plus the difference in cost between the generic and the brand name medication. The difference in cost between generic and the brand name medications is not included in the out-of-pocket maximum and is not eligible for 100% reimbursement after the out-of-pocket maximum has been met.



HEALTHCARE

Dental

You can waive coverage or select one of the following:

- Cigna Dental Care (DHMO) Plan — With a DHMO plan, you choose a DHMO network general dentist to manage your dental care and refer you to any specialists you may need.
- Cigna DPPO Dental Plan — With a DPPO plan, you can visit any licensed dentist or specialist without a referral. Once you meet your deductible, the DPPO pays a percentage of eligible dental expenses covered by the plan.

	DHMO (IN-NETWORK ONLY)	DPPO
Dentists	Use DHMO dentist	Use any dentist
Annual Deductible	None	\$100 individual/ \$300 family (for basic, major and orthodontic services combined)
Annual Maximum Benefits (for each covered person)	None	\$1,500/ \$2,500 if you use a Montefiore dentist
Preventive & Diagnostic Services	100%	100% ¹
Basic Services	70% coinsurance	80% ¹ coinsurance after deductible
Major Services	70% coinsurance	50% ¹ coinsurance after deductible
Orthodontics	50% coinsurance	80% ¹ coinsurance after deductible
Lifetime Orthodontic Maximum	None	\$2,000

¹ Based on DPPO contracted fee schedules.

Vision

UnitedHealthcare Vision Plan (Spectera) provides benefits for routine eye exams, eyeglasses or contact lenses. You can receive care from a network eye care professional or an out-of-network provider.

	HIGH OPTION
Copays for In-network Services	
Exam	\$0
Materials	\$0
Benefit frequency	
Comprehensive Exam	Once every 12 months
Spectacle Lenses	Once every 12 months
Frames	Once every 12 months
Contact Lenses in Lieu of Eyeglasses	Once every 12 months
Frame benefit	
Private Practice Provider	\$150.00
Retail Chain Provider	\$150.00
Contact lens benefit	
Covered-in-full elective contact lenses – The fitting/evaluation fees, contact lenses, and up to two follow-up visits are covered in full (after a copay). If you choose disposable contacts, up to 4 boxes are included when obtained from a network provider. 6 boxes are included under the High Option Plan.	
All other elective contact lenses – A \$125.00 allowance is applied toward the fitting/ evaluation fees and purchase of contact lenses outside the covered selection (materials copay does not apply). \$150 allowance for High Option Plan.	
Necessary contact lenses – Covered in full after applicable copay.	

A **Maternity Benefit** to help ensure optimal eye health for pregnant and breastfeeding women is also available. The maternity vision benefit offers:

- Coverage for a second eye exam each plan year at no additional premium cost.
- Coverage for a new pair of glasses (frames and lenses) at no additional premium cost if the vision prescription changes .5 diopter or greater in a plan year.

UnitedHealthcare Vision will not require proof of pregnancy.

Einstein’s Vision Plan includes UnitedHealthcare’s **Children’s Eye Care Program** for members up to age 13 — at no additional cost.

For covered children under the age of 13, the Children’s Eye Care Program provides:

- A second eye examination each plan year.
- A second pair of glasses (frames and lenses) if as the result of the second exam there is a prescription change of 0.5 diopter or more. A diopter is the unit used to measure the optical power of the lens an eye requires.

Depending on your Vision option, the same exam and materials co-payments that are effective for the first eye exam will apply and the frame and lens benefits will replicate the plan’s core coverage levels.

Polycarbonate lenses for dependent children are also available at no additional cost.

SERVICE	OUT-OF-NETWORK REIMBURSEMENTS UP TO (COPAYS DO NOT APPLY)
	BUY-UP
Exam	\$50.00
Frames	\$45.00
Single Vision Lenses	\$50.00
Bifocal Lenses	\$60.00
Trifocal Lenses	\$80.00
Lenticular Lenses	\$80.00
Elective Contacts in Lieu of Eyeglasses	\$150.00
Necessary Contacts in Lieu of Eyeglasses	\$210.00

Laser vision benefit

UnitedHealthcare Vision is partnered with the Laser Vision Network of America (LVNA) to provide our members with access to discounted laser vision correction providers. Members receive 15% off usual and customary pricing, 5% off promotional pricing at over 500 network provider locations and even greater discounts through set pricing at LasikPlus locations. For more information, call **1.888.563.4497** or visit www.uhclasik.com. To locate providers that participate in the UnitedHealthcare Vision Plan, go to www.myuhcvision.com.



FSA/LIFE INSURANCE/GROUP LEGAL

Flexible Spending Accounts

If you are not supported by an NIH Training Grant, you can establish a Flexible Spending Account (FSA) to pay out-of-pocket healthcare and/or dependent care expenses for you and your family members with dollars that are never taxed. Your contributions are deducted from each bi-weekly paycheck before taxes are calculated and withheld, lowering your taxable income.

- Use the Healthcare Account to pay out-of-pocket healthcare expenses for you and anyone you claim as a dependent on your federal income tax return – as well as children to age 26, regardless of whether they are dependent upon you – and whether or not they are enrolled in Montefiore’s medical and/or dental plans. You may contribute up to \$3,200 each year to this account.
- Use the Dependent Care Account to pay day care related expenses for children under age 13 and/or an incapacitated adult you claim as a dependent on your federal income tax return. The care must be necessary so that you (and your spouse if you are married) can work. You may contribute up to \$5,000 each year to this account.

Life Insurance

Life Insurance is designed to pay a benefit to your beneficiary if you die from any cause while coverage is in effect. Einstein provides \$50,000 of Basic Life Insurance coverage.

Group Legal Services

Are you buying a home, getting married or planning to adopt a child? Discover how MetLife Legal Plans can help you. This coverage helps pay all or part of the cost of a wide range of personal legal services – for you and your covered family members – through a network of participating attorneys. You pay the full cost of coverage through regular payroll deductions on an after-tax basis. You may use any lawyer, although a greater portion of your cost is generally paid if you use the services of an in-network attorney.

If you elect Group Legal Services, the semi-monthly cost is:

- \$4.12 for yourself
- \$5.62 for you and your family



DISABILITY

Disability

Disability benefits continue part or all of your earnings if you are ill or injured and unable to work. Benefits are provided under the following programs:

- **Paid Time Off** — If you are not supported by an NIH Training Grant, post doctoral research fellows accrue one day of paid time off per month worked (maximum of 12 days a year) and 20 days of vacation pay.
- **Short Term Disability** — Includes Paid Sick Leave, Supplementary Sick Pay, and New York State Statutory Disability benefits for up to 26 weeks. After you have been at Einstein for 90 days, have exhausted your Paid Sick Leave, and are disabled under the terms of the plan due to a non-occupational sickness or injury for at least 7 days, Supplementary Sick Pay provides 2/3 of your weekly base earnings up to a maximum weekly benefit of \$1,300. If you also receive New York State Statutory Disability benefit payments, the Supplementary Sick Pay benefit will be offset by the New York State Statutory benefit payments.



FINANCIAL SECURITY

Einstein 403(b) Retirement Income Plan

The Einstein 403(b) Retirement Income Plan is a defined contribution plan administered by Fidelity Investments. You can choose to contribute on a pre-tax basis which reduces your taxable income now, or you can choose to make Roth after-tax contributions to the plan or a combination of both.

Pre-tax Contributions

Your before-tax contributions are deducted from your paycheck and accumulate earnings on a tax-deferred basis. Qualified distributions of your contributions and earnings are taxable at the time of withdrawal.

Roth Elective Deferral Post-tax Option

If you participate in the Einstein 403(b) Retirement Income Plan you may also make after-tax (Roth Elective Deferral) contributions to the plan. An after-tax contribution means that the contribution is taken out of your pay after taxes have been withheld. Qualified distributions of Roth after-tax contributions plus any earnings on those contributions will be tax-free; assuming certain conditions are met.

Annual Increase Program (AIP)

The Annual Increase Program allows you to increase your contributions automatically each year. It's an easy way to help keep yourself on track, as you get closer to retirement. Choose the amount and date for your contributions to increase by the amount you elected.

Maximum Contributions

You may simultaneously make both pre-tax elective deferral contributions and Roth after-tax elective deferral contributions to the Einstein 403(b) Retirement Income Plan. However, your combined maximum elective deferral contribution cannot exceed the annual Internal Revenue Service maximum. For 2024, you can save up to a maximum of \$23,000 each year. If you are age 50 or older in 2024, you can make an additional catch-up contribution of \$7,500.

Log on to NetBenefits at www.netbenefits.com/atwork or call the Fidelity Retirement Service Center at **855.498.7283**.

- Set up your username and password to access your account.
- Enter your beneficiary information.
- Add your preferred email address and elect eDelivery.
- Change your contribution amount, and/or change your future contribution investment elections.
- Review your account balance.
- Move money between investments within your account.
- Go mobile. Download the NetBenefits mobile app.



VOLUNTARY BENEFITS

Einstein's Voluntary Benefits present a variety of products and services for you and your family. Some offer group discounts and the convenience of payroll deduction. You have direct access and control of your benefits and can enroll at any time during the year.

Commuter Benefits Program

Whether you use mass transit, drive or a combination of both, you can save money just about any way you commute to work.

Through the Commuter Benefits Program you can qualify for significant tax advantages when you pay your mass transit and parking expenses through pre-tax payroll deductions. Your contributions are automatically deducted from your paycheck before taxes are calculated and withheld. This lowers your taxable income, so you save money on taxes!

It's convenient and easy to use with online ordering and home delivery plus direct payment – you don't have to wait for reimbursement. For more information contact Health Equity/WageWorks at **877.924.3967** or www.wageworks.com.

511NY Rideshare

511NY Rideshare is a no cost Ridematching, Traveler Services and Guaranteed Ride Program. You create a profile and find travelers who have similar travel routes and patterns. 511nyrideshare.org.

Employee Discounts

- Corporate Offers – Save up to 70% on Broadway tickets. www.CorporateOffers.com **646.290.6419**.
- Health Club Discounts and Virtual Exercise Resources – Physical fitness is important for wellness and wellbeing. Einstein has discounted arrangements with fitness facilities in all boroughs and also provides access to many free and low-cost virtual offerings. (<https://www.mymontebenefits.com/to-your-health/fitness-programs>).
- Identity Theft Protection – You can enroll yourself and family members in the Allstate Identity Protection program. To learn more about the program or to enroll, go to www.infoarmor.com/einstein or call 800.789.2720.
- PerksConnect – Discounts on products and services from nationally recognized merchants as well as participating local businesses. There are no fees to register and you pay nothing to use the card. alberteinstein.perksconnection.com **877.253.7100** Code: AECM16.
- Pet Insurance – Nationwide Pet Insurance offers a choice of plans with different levels of coverage. Monthly premiums vary based on the type of plan you elect and the breed, age, and location of your cat or dog. There are also plans for avian and exotic animals. www.petsnationwide.com **877.738.7874**.
- Plum Benefits powered by TicketsatWork — Special offers give you access to the leading travel and entertainment corporate benefits program in the world, www.plumbenefits.com/signup **212.660.1888** Code: ac1025828.
- Staff Discounts – For a complete listing of staff discounts, go to www.einsteinmed.edu/administration/procurement/staff-discounts.



TO YOUR HEALTH!

- **Bright Horizons Emergency Back-up Care and Enhanced Family Support** – This program can help you find emergency back-up childcare care and eldercare in your home or at nearby centers or partner centers. Enhanced family supports offered through a free SitterCity membership can provide additional assistance when you register through the link below. To get more information register at <https://clients.brighthorizons.com/Einsteinmed>.
- **Carebridge EAP** – The EAP provides resources to employees and anyone in their household to cope with mental health and behavioral issues, family problems and professional matters. You can call toll-free, **844.300.6072** or email clientservice@carebridge.com. You can also visit www.CareBridgeNow.com to find expert articles, resources, and unique tools addressing a large scope of EAP and Work-Life issues. Your website access code is C4NKN.
- **Creative Wellness Services** – The Associate Wellness Program Manager, a licensed art therapist, is available for FREE one-on-one consultations or departmental workshops for stress management and reduction and techniques for personal and professional self-care. For more information or to make an appointment call **347-418-4745** or email ssaklad@montefiore.org.
- **Falk Center** – Employees can join Einstein's on-campus athletic facility at low monthly rates. Membership includes access to many recreation and fitness options as well as a group fitness classes. Personal training is also available at an additional cost. Call **718.430.4298** for membership information.
- **Fitness Programs** – Virtual Exercise Resources, gym discounts are available to support your fitness routine. (<https://www.mymontebenefits.com/to-your-health/fitness-programs>).
- **Nutrition Counseling** – Employees have access to FREE, individual, confidential nutrition consultations and departmental programs with the Associate Wellness Nutrition Manager, a registered dietitian, to advise you how to eat well and manage your weight. For more information call **347.504.4944** or email WellnessRD@montefiore.org.
- **Supportive Wellness Services** – Employees can receive free, confidential appointments with the Associate Wellness Wellbeing Manager, a licensed psychologist, for stress management consultations, resiliency skills development, or coaching behavior goals – departmental/unit programs are also available. For more information or to make an appointment call **347.418.4739** or email bboatswa@montefiore.org.



REGULATORY NOTICES

Employers are required to provide regulatory notices regarding your rights and procedures to protect those rights. You may view, download or print a copy of these notices from MyMonteBenefits or request a print version of these notices from the Benefits Office by email benefits@einsteinmed.edu or by calling **718.430.2547**. Here's a summary of the notices.

Children's Health Insurance Program (CHIP) – If you or your children are eligible for Medicaid or CHIP and you're eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from its Medicaid or CHIP programs.

Claiming Healthcare Benefits – Federal law requires your healthcare coverage to provide a process for filing claims for services and supplies that are urgent in nature in addition to procedures for post service claims.

Consolidated Omnibus Budget Reconciliation Act (COBRA) – COBRA gives workers and their families who lose their health benefits under certain circumstances the right to choose to continue their group health benefits for limited periods of time.

Family and Medical Leave Act (FMLA) – FMLA provides up to 12 work weeks of unpaid leave for certain family and medical reasons. If you utilize FMLA leave, you can elect to continue your health coverage provided you pay the required premium. At the end of the leave, you generally have the right to return to the same job or an equivalent position.

Genetic Information Nondiscrimination Act (GINA) – GINA prohibits employers, employment agencies, and labor unions from discriminating against employees based on genetic information. It also prohibits insurers from charging higher premiums based on genetic information or from using genetic information in underwriting decisions.

HIPAA Special Enrollment Rights – You may request a special enrollment in Einstein's healthcare coverage under the following circumstances:

- Within 30 days of the date:
 - You or a family member loses other group health plan coverage (such as a spouse's plan).
 - You acquire a new family member through marriage, birth, adoption or legal guardianship.
- Within 60 days of the date you or a family member:
 - Is no longer eligible for coverage under the State's Children's Health Insurance Program (CHIP) or Medicaid.
 - Become eligible for premium assistance under the State's Children's Health Insurance Program (CHIP) or Medicaid.

Marketplace Notice – This notice provides some basic information about the Marketplace and employment-based health coverage offered by Montefiore-sponsored group health plans.

Medicare Part D Notice – If you and/or your family members are Medicare-eligible, federal law offers more choices for prescription drug coverage.

Michelle's Law – This law extends health benefits eligibility for up to one year for a student dependent child who would otherwise lose coverage due to loss of student status as a result of a medically necessary leave of absence.



REGULATORY NOTICES

Newborns' and Mothers' Health Protection Act (Newborns' Act) –

The Newborns' and Mothers Health Protection Act requires group health plans that offer maternity coverage to pay for at least a 48-hour hospital stay following childbirth (96-hour hospital stay in the case of Cesarean section).

New York City's Earned Safe and Sick Time Act (ESSTA) –

ESSTA provides employees who work in New York City the right to use safe and sick leave for the care and treatment of themselves or a family member and to seek legal and social services assistance or take other safety measures if the employee or a family member may be the victim of any act or threat of domestic violence or unwanted sexual contact, stalking or human trafficking.

NY Paid Family Leave (PFL) – New York Paid Family Leave provides job security and paid time off from work for a specified period of time to care for a new child, a seriously ill family member or if a family member is called to active military service.

Non-Discrimination Notice – Einstein's Benefits Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, religion, sex, national origin, disability, sexual orientation, gender identity or expression, physical appearance or age.

Notice of Privacy Practices – These privacy rules set limits on how health plans, pharmacies, hospitals, clinics, nursing homes and other direct-care providers use individually identifiable health information.

Summary of Benefits and Coverage (SBC) – A Summary of Benefits and Coverage (SBC) is a standardized summary describing the benefits and limitations of each medical option.

Transparency in Coverage Disclosure – Transparency in Coverage (TIC) regulations require that Einstein make machine-readable files (MRFs), for the plan we administer and maintain, available to the public. The files contain the negotiated rates for in-network providers and allowed amounts derived from historical claims for out-of-network providers. A machine-readable file is a digital representation of data or information in a file that can be imported or read by a computer system for further processing. They are not meant for use by members.

Uniform Services Employment and Re-employment Rights Act of 1994 (USERRA) – USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

Women's Health and Cancer Rights Act (WHCRA) –

The Women's Health and Cancer Rights Act (WHCRA) requires group health plans and health insurance issuers, which provide coverage for medical and surgical benefits with respect to mastectomies, to also cover certain post-mastectomy benefits. These benefits include reconstructive surgery and the treatment of complications.

This overview provides only highlights of the Einstein Benefits Program in effect on January 1, 2024 and does not attempt to cover all details. The actual provisions of the plans are governed by the legal documents for each. If there is a discrepancy between the information presented here and the legal documents, the legal documents will govern.

Einstein expects and intends to continue the plans indefinitely, but reserves the right to change, modify or terminate them, in whole or in part, at any time and for any reason.