

2022 Benefits: Key Changes



October 1, 2021

Benefits Open Enrollment: **Oct. 18-29**

N Northeastern University
Human Resources

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Agenda

- 1 Coverage Tiers
- 2 Medical Plan: What's New
- 3 Paid Time Off
- 4 Open Enrollment Information





Commitment to **Benefits**

We aim to provide an accessible and comprehensive array of benefits to **help employees and their family members** thrive at all stages of life

As part of our commitment to our employees, we **regularly review and modify** our benefits programs, taking into consideration employee feedback and what we learn from benchmark comparisons across industries, including higher education

Our goal is to be inclusive to a U.S.-national workforce that **supports people** regardless of where they live, work or teach

We **encourage our employees** to maximize the utility of our benefits programs

Additional Coverage Tiers



- In response to employee feedback, we are offering two additional coverage levels for medical, dental, and vision benefits – **employee + spouse** and **employee + child(ren)**. This distributes benefit costs to employees according to who they cover, which is common for universities and employers our size.
- Because of this change, some employees will see their premiums increase, while others' premiums will decrease.
- Going forward, changes to premiums will be consistent across all tiers.

Medical Plan: **What's New**

- We're introducing a **national provider network** with Blue Cross Blue Shield (BCBS)—enhancing access to medical care by allowing employees to receive care from any participating BCBS provider, anywhere in the U.S.
- Our national network will **simplify coverage** for Northeastern employees across the country; choosing the best medical plan will no longer be restricted by where employees or their family members live geographically.
- Our medical plans will **no longer require a referral from a primary care provider** to see a specialist.



Supporting Our US-Workforce

Sick Time: Align w/ Paid Leave Program

- Northeastern's new sick time policy signals our commitment to the health and well-being of our employees and better aligns with how our faculty and staff use their sick time.
- We revised the allotment of sick days to pair with the university's recently introduced **Paid Leave Program**, which provides up to 26 weeks of fully-paid medical leave or 12 weeks of family leave.
- Starting January 1, 2022, all benefit eligible faculty and staff will receive **12 sick days annually**, to a maximum accrual of 30 days. Plus **3 personal days** each year.
- As an enhancement, sick time can be used interchangeably between **own-illness** and **dependent care illness**.
- **Net benefit:** a greater allowance of fully-paid short and long-term medical leave due to illness or injury.



How It Works

January 1, 2022

- New sick bank: 12 days-allotment
- New personal bank: 3 days-allotment



July 1, 2022

- Sick bank: Keep any unused time from January 2022-plus allotment of 12 days*
- Personal bank: new allotment-3 days**



July 1, 2023 and every subsequent July 1

- Sick bank: 12 days*-allotment
- Personal bank: New allotment-3 days**

* Sick bank caps at 30 days

** Personal time is use it or lose it



Did you know? On average employees use less than 5 days of sick time per year—far below Northeastern's new allotment of 12 days per year.

Sick Time: Current vs. New Policy

Current Sick Time Benefit
Exempt Employees: Allotment of 22, 44 or 66 days – July 1
Non-Exempt Employees: Accrue 1 day per month Maximum of 150 days

- Individual days of illness or injury – for self
- 30-day elimination period before short term disability starts
- 3 personal days = converted sick time




New Sick Time + Paid Leave Program
ALL Employees: Allotment of 12 days – July 1 to maximum of 30 days
Paid Leave Program: medical or family leave
3 personal days

- Individual days of illness or injury – for self or family
- 7-day elimination period before Paid Leave Plan
- Northeastern has you covered!
- Separate bank – use it or lose it

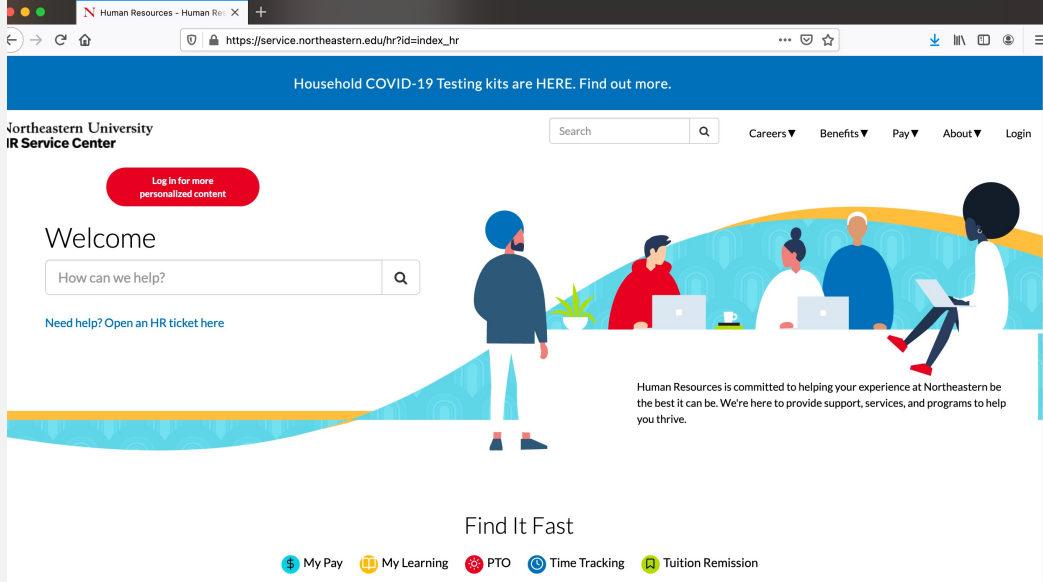
Information about **Open Enrollment:**

- Open Enrollment is **Oct. 18 – 29**
- All benefit elections roll-over from 2021 and remain the same, **except** for Health and Dependent Care Reimbursement Accounts
- Materials will be sent out electronically to all benefit-eligible employees on Oct. 15
- Make changes online via **Benefits Navigator**



Need more information?

- Check out the knowledge articles on the [HR Service Center](#).
- Contact a Blue Cross Blue Shield member services representative by calling 1-800-348-7921, selecting option 3, and stating you are a Northeastern employee.
- Schedule a virtual appointment with an HR Team member by emailing HR-Benefits@northeastern.edu.



Household COVID-19 Testing kits are HERE. Find out more.

Northeastern University
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