

You belong at Baystate. *Here's Why.*

New Benefits Get to the Heart of Employee Needs

Being a Baystate teammate keeps getting better. Benefits enhancements in January 2024 range from expanded health plan network and dental plan coverage to back-up childcare and education assistance.

"This has been a tough year financially for our organization but the need to value and recognize our employees remained a priority in all our budget discussions. As a result, numerous benefits have been added and expanded," says Kristin Morales-Lemieux, SVP & Chief Human Resources Officer. She adds, "Each year we reach out to learn what matters most to you and we build up our benefits in response to what you need. We are so grateful to our hardworking employees across the system and try to have a positive impact on your lives wherever we can."

See what's new and improved in 2024!

Expanded Network Coverage includes 684,000 Physicians and 5,400 Hospitals. The United Healthcare Options PPO network has been added to Health New England network at the Tier 2 level of coverage in the employee health plan as of January 1, 2024. This improvement is especially important for those seeking specialty care outside of Western Mass, for employees living out of state, and for those who have adult children living out of state or away at college.



More Dental Plan coverage at the Same Cost. The Dental Choice and Value plans have been enhanced to include white fillings on back teeth and implants can be covered once per 60 months per implant. Even with this expanded coverage, dental rates have not increased.



New Annual \$500 Back-up Childcare Benefit. Working parents face challenges getting to work when regular childcare falls through. Employees can now receive up to a \$500 annual reimbursement, which is \$100 per day for up to five days, for back-up care arranged on your own.



Employees are responsible for selecting an alternative caregiver (neighbor, family, friend, etc.), the services provided, and any additional costs. This program was designed in response to Baystate's Working Parent survey conducted last fall.

Education Assistance More Than Doubles. Baystate is committed to our team members' growth and lifelong learning and has demonstrated this by more than doubling the annual education reimbursement. Now you can be reimbursed up to \$5,250 annually, which is the maximum amount allowed by the IRS. The reimbursement is open to most team members, in both clinical and non-clinical roles.



Baystate Contributes More to Health Savings Accounts. We are committed to our team members' health and financial well-being. Eligible employees can have health savings accounts (H.S.A.s) that provide employees tax advantages when paying medical expenses. In 2024, Baystate increases its employer contribution to \$500 for full-time individuals earning less than \$35,000 enrolled in individual coverage, and \$1,000 for fulltime employees earning less than \$75,000 enrolled in the family coverage. Baystate makes an annual contribution of \$400 (Individual) and \$800 (Family) for employees making over \$35,000 and \$75,000, respectively.



HNE Subscribers can get \$200-\$400 back for Wellness Activities. Reimbursement for wellness activities and products is expanding in 2024. Individual HNE plan members are now eligible to get back up to \$200 per calendar year, and Family plan members up to \$400 per calendar year.



Receive cash back when you purchase a variety of wellness activities or products including gym memberships, wellness and fitness classes, and for purchase of fitness equipment, golf and ski tickets or CSA farm shares.

Also covered are Weight Watchers and other diet-based subscription programs, and school and town sports fees. For the quickest and simplest reimbursement process, login to your HNE



portal at www.healthnewengland.org/baystate and to view additional forms for Baystate Health members. To receive the full \$400, a separate reimbursement form must be submitted to HNE by at least two plan members (up to \$200 max per plan member).

Introducing Well-being Essentials Rewards. Beginning January 1, all employees will be eligible to participate in monthly challenges for the opportunity to earn 500 Baystate Celebrate points each month! Many of us are caregivers at home and at work, and sometimes that means we forget to take care of ourselves. This program is designed to motivate you to explore and identify areas of focus to enhance your own well-being, and to set yourself on a path to your best life.



Personalized Education for Your Child – The MacDuffie School Student Discount. The MacDuffie School, a preparatory school located in Granby, MA is offering Baystate families an automatic 25% off tuition, with up to 90% tuition discount based on financial need. Daily bus transportation between West Springfield and the Granby campus, with a stop in Holyoke is available with enrollment. This opportunity is available to all employees and their children in grades 6-12. Learn more at macduffie.org/baystate-inquiry.



Employees Take Care of Each Other with the Caring for Colleagues Fund Relaunch. This fund offers emergency assistance to employees who have experienced a sudden loss of income, family crisis or other unforeseen circumstances. The program is funded by donations made by the community, Baystate Health, and our own employees. Employees can make online donations to the [Caring for Colleagues Fund](#). You may also donate via [payroll deduction](#).



Beginning January 1, employees facing a hardship will be able to apply for assistance. Awards from the fund may not exceed \$1,200 per calendar year and an employee may receive no more than \$4,800 during their employment at Baystate Health. To learn more, visit [The Hub>Quick Links>Baystate Healthy](#).

Information pertains to all non-union employees. If you are a union employee, see the Open Enrollment Guide for your union group, available in the Virtual Benefits Fair portal VirtualFairHub.com/Baystate.