

Summary of Plan Change

What Plan Is Changing?

A change is being made to your company's cafeteria plan. A cafeteria plan is what allows you to pay for your health insurance coverage and certain other benefits on a pre-tax basis.

What Is Changing?

Effective January 1, 2023, your company's cafeteria plan is being amended to add a new "Permitted Election Change" event, which is an event that allows you to change your pre-tax election during the plan year. The following provision has been added to your company's cafeteria plan:

If you are enrolled in family coverage and your spouse or dependent becomes eligible mid-year to enroll in a Marketplace plan during a Marketplace special or open enrollment period, you may revoke your election of family coverage if your spouse or dependent enrolls or intends to enroll in a Marketplace plan; provided that you only discontinue coverage for the spouse and/or dependent(s) enrolling in the Marketplace plan unless you also enroll in the Marketplace plan. In any event, the Marketplace plan coverage must be effective no later than the first day following the date your employer's coverage ends. This event does not apply to the Dependent Care or other non-health benefits.

This new provision is being added in the event that your spouse and/or dependents enroll in an individual health insurance plan through a Marketplace special or open enrollment period that takes place during your company's cafeteria plan year. In that situation, you may wish to reduce your coverage under your company's medical plan so that it covers just you. If you choose to do so, this new provision allows you to reduce the amount you pay for your coverage on a pre-tax basis so it is consistent with your new level of coverage under your company's medical plan.

Your Plan Details

You may review your full SPD, which includes the My Company Plan, at any time by logging into your account at ebcflex.com. If you have any questions about this notice, please contact your employer using the contact information below or reach out to Employee Benefits Corporation at participantservices@ebcflex.com.