



**Better than
ever for
you**



MARK YOUR CALENDAR:
Open Enrollment is **Nov. 1 – 15, 2021**

Better than ever for all of us

At Banner, we know your benefits are an important part of life's big and little moments. We're making some changes to our benefits in 2022 to better support you.

Enhanced Employer of the Future and Family-Friendly Benefits

Exciting NEW Benefits!

- We're adding a \$10,000 Lifetime Fertility Pharmacy benefit.
- We'll be transitioning Maternity Short-Term Disability to six weeks* at 100% of pay. No elimination period and no required use of time off or sick time during the six weeks*.

Medical plan updates:

All plans:

- The MyWell-Being premium discount will be even better in 2022. If you reach any of the levels by Oct. 31, 2021, you will receive a \$10 – \$35 medical premium discount per month.

Value and Premier Medical Plans and pharmacy

- There are no plan design changes.
- The pharmacy coinsurance for both plans will be the same as each plan's medical coinsurance.
- If you meet the MyWell-Being Level 3 target of 50,000 points by Oct. 31, the employee-only Value Plan will continue to be **free** in 2022.

Choice Plus Medical Plan and pharmacy

- We've improved Tier 1 (Max Savings Tier) to encourage utilization of the Banner Health Network.
- There will be minor increases in Tier 2 (Aetna National Network) plan designs.
- NEW opportunity for \$0 copay with specialty prescriptions.

For the complete 2022 team member rate chart, click [here](#).
For the complete 2022 residents and house staff rate chart, click [here](#).

*Any medical condition requiring disability leave beyond the six weeks for maternity at 100% coverage, including cesarian birth, will be covered at the standard 60% Short-Term Disability payment for the remainder of the leave.

Premium differential for part time full-time equivalents (FTEs):

- We'll implement the market competitive practice of a premium differential for our medical, dental and vision plans for team members with a total FTE between 0.50 and 0.69 in 2022. For the complete 2022 rate chart, click [here](#). For the complete 2022 residents and house staff rate chart, click [here](#).
- If you received notice of this change, you can still work with your leader to increase your FTE status above an FTE > 0.699 to continue with the full-time premiums.

All other benefits and programs will continue with the same plan design and premiums in 2022. The MyWell-Being program will also continue with even more programs and opportunities to support your health, wealth, growth and balance.



RESOURCES TO SUPPORT YOU



- When it's time, you can enroll in MyHR|Workday or from the Workday App.
- Talk to **ALEX** — your online benefits counselor — to learn more about your current benefits at <https://myalex.com/bannerhealth/2021#intro>.
- Our Benefits Navigators will be available to assist with your questions and to help you make the best possible decisions for you and your family during Open Enrollment this year. These experts will be on-site at many large facilities or by phone for assistance.



Watch for more detailed information in October regarding your Open Enrollment opportunity.

