



EXTENSION OF MEDICAL BENEFITS UPON LOSS OF COVERAGE EFFECTIVE JANUARY 1, 2026

The self-funded medical and dental welfare benefit plan offered through the Catholic Diocese of Austin and its affiliates is considered a church plan within the meaning of section 3(33) of Title I of the Employee Retirement Income Security Act of 1974 (ERISA) and is thus excluded from ERISA Title I requirements by section 4(b)(2) of ERISA.

This exclusion allows the plan to exempt itself from the requirement to offer continued benefits under the Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

In lieu of COBRA continuation, the plan offers a separate continuation plan as described below.

CONTINUATION PROVISION

As of 12:01 am Central Standard Time on January 1, 2026, any enrolled member who loses coverage under the plan will be allowed to continue coverage under the plan at their own expense for a period of time not to exceed 12 months from the date that coverage ceases provided that the primary enrollee under the plan (the employee) has attained a 5 year continuous service period as a full time employee with an affiliated entity of the Catholic Diocese of Austin.

Upon termination from the plan or loss of coverage, if you are interested in obtaining information regarding the cost of continued benefits contact:

Diocese of Austin Finance Office
Krystal Reyes
512-949-2424 or krystal-reyes@austindiocese.org