



RCAB BENEFITS DEPARTMENT

SUMMARY OF BENEFITS

benefits@rcab.org | 617-746-5640 | catholicbenefits.org

Please confirm with your location's business office which benefits are offered at your location.

BENEFIT	ELIGIBILITY	ORG. PAYS	EMP. PAYS	SUMMARY
Health Blue Cross Blue Shield of MA 800-832-3871 bluecrossma.org Mobile App: MyBlue	1st of month following hire date or same day if date of hire is 1 st of the month	View in MyEnroll or consult payroll administrator		Two PPO Plan options and a High Deductible Health Plan with HSA. Medical coverage administered by Blue Cross Blue Shield of MA.
Prescription Drugs CVS/Caremark 877-430-8633 caremark.com Mobile App: CVS Caremark	Same as Medical enrollment date	Included in medical rates		Pharmacy co-pays: Generic, Branded, Non-Formulary rates vary by plan. Maintenance Choice provides a 3-month supply for 2 months of co-pays.
Nurse Advice Line 877-247-BLUE	Same as Medical enrollment date	Included in medical rates		Talk to a Registered Nurse to help you make informed decisions about your family's health 24 hours a day, 7 days a week.
Dental Delta Dental 800-872-0500 deltadentalma.com Mobile App: Delta Dental	1st of month following hire date or same day if date of hire is 1 st of the month	View in MyEnroll or consult payroll administrator		In-Network coverage/services 100% preventative svcs; 80% restorative svcs; 50% major restorative svcs; \$50 deductible; max \$1,500 per person, per calendar year
Paid Catholic Family/Medical Leave (CFML) cfml@rcab.org 617-746-5641 catholicbenefits.org/cfml	Claims can be filed following 12 months of service with a participating employer; contributions for Full CFML Benefit can begin with employee's first pay date.	Baseline Coverage	Depends on employee's CFML election	Up to 10 weeks of CFML benefits following a 2-week waiting period (at up to 80% of pay for the Full CFML benefit) for family and/or medical leave in a benefit year. Visit catholicbenefits.org/cfml for additional information.

This document is a summary. In the event of differences between this summary and applicable plan documents, plan documents will prevail. Employees must work a minimum of 20/24+ hours/week to receive these benefits unless otherwise noted herein.

BENEFIT	ELIGIBILITY	ORG. PAYS	EMP. PAYS	SUMMARY
401(k) Plan Voya 855-817-1664 rcab.voya.com Mobile App: Voya Retire	All employees, regardless of benefit eligibility status, are eligible to contribute to the 401(k).	Employer matching contributions, only available to benefit-eligible employees, start with the employee's first paycheck on or after the first of the month following one year of benefit-eligible service. The matching contribution is 100% of the first 3% contributed plus 50% of the next 2% contributed, for a maximum of 4%.	Benefit-eligible new hires are automatically enrolled with 4% pre-tax deferral. Employees can contribute up to annual legal limits.	Employees may defer their own wages on a pre-tax or Roth after-tax basis into the Plan, up to the annual legal limits. Broad array of investment options available. All employer contributions are immediately vested.
Life Insurance & Accidental Death and Dismemberment Symetra 877-377-6773 symetra.com	1st of month following 1 year of benefit-eligible service; 1,000 hours of work	100%	None	Benefit level of 2 times annual salary rounded up to the nearest thousand with a maximum benefit of \$300,000 (reduced for employees age 65+)
Long Term Disability Plan (LTD) Symetra 877-377-6773 symetra.com	1st of month following 1 year of benefit-eligible service; 1,000 hours of work	100%	None	Provides monthly income benefits of 60% base monthly wage after 180 days of total disability, to max of \$10,000/month.
RCAB Transition Assistance Program RCAB Human Resources 617-746-5825 catholicbenefits.org/tap	1st of month following 1 year of benefit-eligible service; 1,000 hours of work	100%	None	Employees who experience involuntary job loss; payment of up to 50% of previous wages to a maximum; for a period of up to 26 weeks; contingent on continued active job search
Employee Assistance Program Guidance Resources (EAP) Symetra 888-327-9573 guidanceresources.com	Hire Date	None	None	Confidential service offered via a toll-free hotline and a user-friendly website. Employees and their families may use the EAP to help address issues on a variety of topics. Web ID: SYMETRA

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