

**SUMMARY OF MATERIAL MODIFICATION for the GEO Unit Health & Welfare  
Plan UAW/UMass Health & Welfare Trust Fund**

This summary of material modification (SMM) describes changes to the UMass Health & Welfare Trust Fund's plan benefits and administrative processes and supplements the Summary Plan Description (SPD) for the Plan. The effective date of each of these changes is indicated below. You should read this SMM very carefully and retain this document with your copy of the SPD for future reference. THIS SUMMARY HAS BEEN DELIVERED TO YOU BY ELECTRONIC MEANS. YOU HAVE THE RIGHT TO RECEIVE A WRITTEN SUMMARY AND MAY REQUEST A COPY OF THIS SUMMARY ON A WRITTEN PAPER DOCUMENT AT NO CHARGE BY CONTACTING THE PLAN ADMINISTRATOR: (413) 345-2156 or [uawdental@external.umass.edu](mailto:uawdental@external.umass.edu)

**1) Summary of Administrative Changes for the 2021-22 Plan Year**

- (a) The open enrollment periods for plan year 2021-22 are as follows: Aug 15 - Sept 15, Oct 15 - Oct 31, Nov 15 - Nov 30, Jan 15 -Jan 31, March 15 - March 31, May 15 - May 31.
- (b) The childcare reimbursement application periods for 2021-22 are as follows: Summer 2021 receipts (June-Aug) are due 9/15/21; Fall 2021 receipts (Sept-Dec) are due 12/31/21; Spring 2022 receipts (Jan-May) are due 5/30/22; Summer 2022 receipts (June-Aug) are due 9/15/22.

**2) Summary of Benefit Changes for the 2021-22 Plan Year**

- (a) Wellness Reimbursement: Effective plan year 2021-22 (9/1/21 - 8/31/22), the following changes have been made in relation to the wellness reimbursement benefit: i) maximum wellness reimbursement amount will increase to \$225, ii) eligible wellness costs for member's family (spouse/partner/children) are now eligible toward the eligible employee's \$225 reimbursement maximum. Family members do not receive their own \$225 reimbursement. Spouse, partner or child must be enrolled on your Trust Fund benefit plans in order for wellness costs to be eligible, iii) 12 month Daily Burn subscriptions are free for eligible graduate employees and do not count against your maximum wellness reimbursement, iv) UMass Recreation Center members are not required to upload their membership receipts, as the Trust Fund will verify memberships directly with the Recreation Center and reimburse based on their reporting.
- (b) Family, Friends and Neighbor Care (FFN) is childcare provided in a child or caregiver's home by a person who is a relative, friend, neighbor, or babysitter. FFN care can be an important component in covering gaps in your existing childcare, especially during the COVID-19 pandemic when childcare options are limited. In recognition of this reality, FFN care will be considered an eligible type of childcare for reimbursement purposes during Fall 2021 when the care is needed due to a family's: health concerns about placing your child in a childcare facility, unavailability of previously used childcare facility, inability to secure non-FFN childcare, or altered work or academic schedules that do not align with non-FFN childcare options (i.e. night classes and labs, etc.). Parents must sign a waiver of liability to access reimbursement for FFN care and will be asked to have their provider complete a required form to document the care.
- (c) Outschool Wallet: Effective 9/1/21, the Trust Fund will maintain a wallet of funds accessible to eligible employees with pre-school and school-aged children. The wallet can be used by parents to purchase Outschool content, is limited and available on a first come first served basis. Access to the wallet is capped at \$250 per plan year per household. The wallet is shared across Graduate Employee Unit and Postdoctoral Unit families.
- (d) Effective 9/1/2021, the COBRA coverage rates are:

Single dental: \$30.19/month	Single vision: \$6.60/month
Single + 1 dental: \$60.48/month	Single + vision: \$12.54/month
Family dental \$103.79/month	Family vision: \$18.36/month
- (e) Prepaid Wellness Programs: Effective 9/1/21, prepaid programs offered through Central Rock Gym and the Healing ZONE will again be offered on a limited first-come, first-served basis in lieu of the regular wellness reimbursement. For plan year 2021-22, there are 75 Healing ZONE memberships and 100 Central Rock Gym memberships available for graduate employees. The CRG memberships consist of a 4 month prepaid membership and the Healing ZONE package consists of 5 (30) minute massage passes.