

**UPPER NEW YORK CONFERENCE BOARD OF PENSION & HEALTH BENEFITS  
HEALTH CARE PROGRAM POLICIES – Updated 7/1/2019**

This summary statement is provided to assist the clergy and employees of the Upper New York Annual Conference understand the eligibility guidelines and funding policies of the Health Care Program. The Health Care Program and its Policies are the responsibility of the Annual Conference and the Conference Board of Pension and Health Benefits, and are subject to change. Eligibility guidelines are presented in summary; if there are any conflicts between the information in this summary and the terms of the Plan Document, the terms of the Plan Document shall control. Benefit information may be found at [www.unyumc.org](http://www.unyumc.org). Further information may also be obtained from the Benefits Office.

**A. ELIGIBILITY**

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| 1. | Full time Active Clergy at Local Churches or appointed to staff positions   |
| 2. | Conference lay employees 30 hr / week   |
| 3. | Clergy on medical leave, enrolled prior to leave; clergy on leave of absence (all categories) eligible for 18 months continuation coverage if enrolled prior to leave |
| 4. | Retirees eligible for 5 consecutive years prior to retirement (see notation* at end of policies)  |
| 5. | All enrolled persons must be in Medicare A & B, if eligible, and are responsible for that premium   |
| 6. | Spouses and surviving spouses of enrolled retired participants  |
| 7. | New spouse of surviving spouse is NOT eligible  |
| 8. | Dependents and surviving dependents of participants (up to age 26 regardless of student status)   |
| 9. | Break in coverage may affect eligibility  |

**B. FUNDING**

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| 10. | Local churches are billed based on eligibility of clergy person, regardless of enrollment. (excludes new church starts/unchartered churches)   |
| 11. | Blended premiums are billed to local churches with eligible pastors, split between churches if applicable. The blended rate is the average premium of all eligible clergy.               |
| 12. | Local church lay employees are billed 100% of actual premium; church contribution negotiated by employee.  |
| 13. | A portion of retiree medical costs are <u>billed to all churches</u> based on statistical data as a direct bill item; amounts change annually.   |
| 14. | Conference Staff and DS costs paid through shared ministry budget; personal premium on same basis as active clergy.  |
| 15. | All active participants - lay and clergy – may pay a portion of their health insurance at a rate determined annually by CBOPHB on pre-tax basis.   |
| 16. | Short term disability; salary paying unit continues to pay health insurance  |
| 17. | Long term disability; Conference pays full premium for pastor and family for year 1, then on a declining schedule for family members year 2-5. Board can consider special circumstances. |

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| 18. | Persons on leave other than incapacity must pay 100% of continuation coverage  |
| 19. | Retirees under age 65: Conference obligation based on years of service: 3% of actual premium per full time equivalent year of service up to 30 years and 5 year vesting. (effective 1/1/2012)  |
| 20. | Retirees under age 65: Additional amount added to years of service formula at 5% of premium for each year under age 65, up to 15%.   |
| 21. | Retirees over age 65: Retirees receive a Health Reimbursement Account (HRA) to purchase insurance through the Via Benefits plan only. HRA based on years of service. 3.33% of fully funded amount for each FTE year of service up to 30 years. Fully funded amount set annually by CBOPHB.   |
| 22. | Retiree Health Insurance years of service include all full time UMC church appointments or conference staff; adjusted for part time (FTE).   |
| 23. | Conference lay employee retirees pay on the same basis as Clergy retirees  |
| 24. | Surviving Spouses pay at same % as spouse  |
| 25. | New spouses of retired participants pay 100%   |
| 26. | Premiums for legally dependent adult children determined by CBOP   |
| 27. | Coverage may be cancelled for those who are responsible for a premium payment if payment is more than 60 days in arrears, at the discretion of the Benefits Officer and with 30 days' notice. (i.e. continuation coverage, local church lay employees, certain retirees)   |
| 28. | Clergy enrolled in Conference health insurance and utilizing the Voluntary Transition Program will pay 15% of actual premium during the transition period, with the Conference paying 85% of premium. Beyond the transition period, the clergyperson can continue coverage paying 100% of premium for the remainder of the continuation coverage period, which is 18 months total. |
| 29. | Churches with clergy serving part time should include in their salary support packages a "health Insurance allowance" in an amount that relates to the blended rate to enable the clergy person to obtain health insurance or fund a Health Savings Account.   |
|     | <p>*N.B. – The Upper New York Conference has a private ruling that those clergy who are eligible for five years prior to retirement, but not enrolled, and whose churches have paid the related premium will have access to Health Insurance in retirement.</p>  |