

October 2024

Dear Retiree Medical Plan Participant:

Enclosed is your 2025 Retiree Medical Plan Guide that provides information about your medical and prescription drug coverage. As described in the enclosed Guide, for calendar year 2025, we will need to make some plan changes to keep up with medical inflation, comply with changes to the Medicare Part D legislation, and to keep premium increases down.

- **Medicare Advantage Plan**
 - The out-of-pocket maximum will increase from \$1,000 to \$1,500.
 - You will see a 5.4% increase in your premiums largely due bad claims experience. The change to the out-of-pocket maximum is being added to reduce the increase which was originally 10.4%.
- **Medicare Supplement Plan**
 - The out-of-pocket maximum will increase from \$1,750 to \$2,250.
 - There will be no increase to your premiums because of the small plan design change.
- **Medicare Pharmacy Coverage (applies to both Aetna plans)**
 - A \$200 individual deductible will be added to the pharmacy coverage.
 - Your out-of-pocket maximum will decrease from \$7,750 to \$2,000.
 - The government has added a program that would allow you to spread pharmacy spend out over the year. You will receive information in the mail on how to enroll in the program. NOTE: You do not need to enroll. The program is designed for Retirees who have high out-of-pocket drug costs. Since we have a copay program which limits your out-of-pocket costs, you can choose to continue to pay at the pharmacy.

If you are eligible for Medicare

Medicare-eligible retirees and dependents in the University's Retiree Medical Plan will remain enrolled in their current Aetna plan for 2025 unless a change is requested.

- **NO ACTION NEEDED** if you are happy with the Aetna plan you selected in 2024 and do not wish to make a change, you will remain enrolled in your current plan.
- You must **TAKE ACTION** if you would like to change Aetna plans. **To change your medical plan coverage, complete the enclosed enrollment form and return it to the Benefits Team no later than November 30, 2024.** The form can be returned via fax to 773.834.0996 or emailed to retiree@uchicago.edu.

If you are not eligible for Medicare

Non-Medicare-eligible retirees and dependents in the University's Retiree Medical Plan will remain enrolled in their current medical plan for 2025 unless a change is requested.

- There is **NO ACTION** required if you are happy with your current plan and do not wish to make a change, you will remain enrolled in your current plan.
- You must **TAKE ACTION** if you would like to change to one of the other medical plans. **To change your medical plan coverage, complete the enclosed enrollment form and return it to the Benefits Team no later than November 30, 2024.** The form can be returned via fax to 773.834.0996 or emailed to retiree@uchicago.edu.

You and your dependents may be eligible for different medical plans based on each individual's Medicare eligibility. The family member who is eligible for Medicare will be covered by one of the Aetna plans. The family member who is not eligible for Medicare will be covered by one of the medical plans available to active employees.

Once you make your medical plan election, it will be locked in for 2025 and cannot be changed until the next Open Enrollment in November 2025 for an effective date of January 1, 2026.

If you no longer want to be covered by one of the University's Retiree Medical Plans, you must complete the enclosed *Retiree Medical Cancellation Form*. If you choose to **opt out of coverage** and complete the form, **you will not have any retiree prescription or medical coverage through the University of Chicago starting January 1, 2025 and you will not be able to re-enroll in the future.**

Meetings for Medicare-Eligible Retirees

We will be holding meetings via zoom and in-person to help you understand the 2025 plan changes. If you would like to attend one of the zoom meetings, visit the University Zoom page at <https://uchicago.zoom.us> and select join to enter the meeting using the Meeting ID and Password below. You will then be able to register for the meeting and will receive an email with the meeting information and the direct link to join the meeting.

- **Monday, October 28th at 10am CT**
Webinar ID: 922 6451 4997
Password: 476975
- **Monday, November 4th at 10am CT**
Webinar ID: 979 7058 2563
Password: 023656
- **Wednesday, October 30th at 2pm CT**
Webinar ID: 942 7594 4066
Password: 948645
- **Friday, November 8th at 1 pm CT**
Webinar ID: 992 1201 6354
Password: 637246

The in-person meetings will be at Ida Noyes Hall (1212 E. 59th Street) during the Annual Benefits Fair on **Thursday, November 7th**. You do not need to register in advance. There will be representatives from the Benefits Office, Aetna, and CVS at the fair from 9am – 4pm to answer any questions that you may have.

Retiree Meetings will be in Max Palevsky Cinema from 10:30 -11:30am, 12:30 – 1:30pm, and 2:30 – 3:30pm.

If you have any questions, please contact our Benefits Specialists at 855.822.8901 or retiree@uchicago.edu, Monday through Friday from 8:30 a.m. to 4:30 p.m.

Sincerely,

Elizabeth Walls

Elizabeth Walls
Executive Director of Health, Welfare and Retirement