

The Archdiocese of Atlanta Group Health Care Plan

To Our Employees and Their Families:

At the Archdiocese of Atlanta, we value your good health and strive to continue to provide you with quality, affordable health care. As an employee, these health benefits represent a significant component of your compensation package. In past years, you could elect to add your Dependents and Spouse to your coverage. Beginning 2025, **working spouses with employer provided health benefits** will be excluded from our Plan.

Therefore, effective January 1, 2025, the Group Health Plan will be amended as follows:

Your Spouse is only eligible for coverage if his or her employer does not offer a group health plan for which the Spouse is eligible (this also includes coverage under a group health plan sponsored by a governmental or educational institution, a medical care program of the Indian Health Service or of a tribal organization).

For a Spouse to be eligible for coverage, you must provide proof that your Spouse does not have access to employer-provided health coverage. Acceptable proof includes a copy of the employer's plan document detailing eligibility requirements for that plan, or a certification from that employer.

This will only impact members with a WORKING SPOUSE who is ELIGIBLE for his/her EMPLOYER'S health coverage.

- If currently covered, these spouses must be removed from coverage during 2025 Annual Enrollment.
- The employee must complete a Meritain Enrollment/Change form and must complete the Declination of Enrollment on same form.

- Working spouses **NOT** eligible for their employer's health coverage will **NOT** be impacted.
- Non-working spouses will **NOT** be impacted.
 - There will be a required form during the 2025 Annual Enrollment for the employee to attest to this for the spouse to remain enrolled;
 - There will be a required form for future enrollments for the employee to attest to this for the spouse to be enrolled.

Additional information will be provided during the 2025 Annual Enrollment period.

For questions or additional information, please contact Lily Gallagher, Director of Benefits at lgallagher@archatl.com or (404) 920-7485.