

MEMO

TO: Pastors, Principals and Administrators

FROM: Bishop William Skylstad

RE: MANDATORY CHANGES IN THE MEDICAL & DENTAL PLANS

The Diocese has continued to review its' administrative policy concerning employee and dependent medical and dental plans. Effective April 1, 1998 with the plans renewal and open enrollment, the following policy will be put into place:

1. As a condition of employment all employees of the Diocese (working 20 or more hours per week), **MUST**
 - a) Enroll in the Diocesan Medical and Dental Plans: or
 - b) Present a written statement that they already have coverage with other medical and/or dental plans (i.e. spouse employer or individual plan). A cash payment from the employing entity in lieu of benefits is neither a right, nor a legitimate expectation.
2. An employee who waives medical and/or dental coverage for themselves or dependents may re-enroll in the Diocesan plans as long as coverage is continuous.
3. An employee who enrolls dependents on the dental plan and then drops dependent dental coverage, may only re-enroll dependents if dental coverage is continuous.

Please contact Angie Nordling or Mike Reilly at Sedgwick (509) 358-3809 if you have any questions or need further information.