

2026 Benefit Changes

- A new **Paid Parental Leave** policy will become effective on January 1, 2026. This policy provides 4-weeks of paid leave to eligible new parents. If both parents work at MHS, each will receive their own 4-weeks of paid leave. The request for this leave must be reported to The Hartford, our new Leave of Absence Administrator.
- The threshold for our medical premium pricing differential is currently at \$20. Those making \$20 or less per hour will pay a lower premium. Beginning in January, we are increasing this threshold to **\$23 or less per hour** to allow more employees to receive the lower premium rates for their medical plan coverage.
- Changes to our **Dependent Verification process** will take effect on January 1, 2026.
 - **Only a Marriage License, or Informal Certificate of Marriage (for Domestic Partners) will be required to verify your spouse/domestic partner.** The requirement for a second form of verification has been eliminated.
 - **The dependent verification process has become its own Workday task**, rather than being tied to the enrollment process. What does this mean?
 - While you have 31 days to complete your benefits enrollment process, you now will have 45 days to submit your dependent verification documents for newly added dependents.
 - Failure to submit within 45 days would result in the removal of the unverified dependent from your plan, with you being responsible for any incurred claims cost.
- **The Hartford is our new leave of absence administrator**, effective January 1, 2026. They also will be our new Life, AD&D and Disability carrier. Because of this, you will have a **special enrollment opportunity** for your optional/dependent life and AD&D plan coverages.
- **An employee going out on an approved leave of absence (LOA) may now elect to drop any non-medical/FSA coverage during the leave period** through a QLE (LOA). Upon return from the approved LOA, a new QLE (Return from LOA) can be completed within 30 days of the return-to-work date to re-elect the previously dropped plan(s).
- We are adding new **“Banking at Work”** options. In addition to our **Methodist Credit Union**, we now have additional banking options with **Bank of America** and **Chase Bank**, allowing employees to receive reduced monthly account fees, special interest rates for loans, etc. If you currently bank at one of these options, simply notify your nearest branch that you are an employee of Methodist Health System.