

FAQs for Employee Benefits Changes

- **Q: What is the new TCU Parental Leave policy effective June 1, 2020?**
- A: Effective June 1, 2020, TCU will provide 12 weeks of paid-leave for eligible employees who welcome a new child whether by birth, adoption, or legal guardianship. If both parents/guardians are TCU employees, the 12 weeks is combined.
- **Q: Who is eligible for the new TCU Parental Leave policy?**
- A: Any benefits eligible employee who has worked at TCU for at least one year, concurrent with FMLA guidelines, who provides documentation to Human Resources related to the birth, adoption, or legal guardianship of a child.
- **Q: What are the changes to Short and Long-term Disability on January 1, 2021?**
- A: TCU will begin paying 100% of the premium for **Short-term Disability (STD)** for all benefits-eligible employees. Short-term Disability provides employees a portion of their salary if they are unable to work for an extended period due to an illness or injury.
- A: **Long-term Disability (LTD)** will now become a 100% employee-paid benefit, changing from the TCU/employee premium split.
- A: The 60% and 70% LTD plans remain unchanged.
- A: Employees may continue their current STD policy with AFLAC through self-pay, as well as any other AFLAC policies. TCU will no longer pay AFLAC premiums through payroll deduction.
- **Q: Are there any other changes to existing Leave policies? What happens to the hours that people donated – do they get those back?**
- A: Effective January 1, 2021, the Catastrophic Sick Leave Bank and Extended Sick Leave program will no longer be available.
- A: No, previously donated hours will not be returned to employees. Access to use the leave required a donation; the leave will cease to exist December 31, 2020.
- **Q: What is changing with my TCU employee retirement benefits?**
- A: Beginning June 1, 2020 the TCU (employer) retirement contribution for ALL employees is 8%. The change to 8% is permanent.
- **Q: I am a new employee hired before June 1, 2020, am I required to wait two years after my hire date to receive my TCU (employer) contribution or will it begin on June 1, 2020?**
- A: If your hire/start date is prior to June 1, 2020, your TCU (employer) Retirement contribution of 8% will begin two years after your hire/start date and you are not subject to the five-year vesting schedule and are fully vested upon completion of the two years. New employees whose hire/start date is after June 1, 2020 will receive the TCU (employer) retirement contribution of 8% immediately after their hire date and are subject to a five-year vesting schedule.
- **Q: How does this affect me if I have the Pension Fund Christian Church (PFCC) Pension Plan?**
- A: PFCC requires a contribution equivalent of 14% of an employee's base salary to remain active in the plan. Employees' contribution will increase from 2.5% to 6% to remain an active contributor in the plan.
- A: Your existing TCU (employer) and employee contributions are 100% vested at PFCC. If you choose not to increase your employee contribution to 6%, you remain eligible to receive a lifetime annuity based on funds contributed to date. If you choose not to contribute the 6%, you can opt for the tax-deferred retirement account (TDRA) plan at PFCC or move to TIAA.
- A: The PFCC TDRA does not require a match. You may elect to defer the TCU (employer) contribution to the TDRA. Upon retirement, TDRA money is liquid; and, employees may elect a beneficiary to which TDRA balance is distributed upon the employee's death.

- **Q: Are my retirement vendors changing?**
- A: No, TIAA and PFCC remain the approved vendors for TCU.

- **Q: Will all current TCU employees lose their retiree health insurance?**
- A: No - employees who retire under the **Rule of 75** will remain eligible for retiree medical contributions. The difference is which HRA a TCU employee will use in retirement. Your age dictates which HRA plan you use in retirement.
 - If you are over age 45, and retire under the Rule of 75, you are eligible for the HRA with Via Benefits.
 - If you are under age 45 on January 1, 2021, you are eligible for the new defined contribution HRA. Employer and employee contributions invest and earn interest over time. Employees are vested in this plan after five years and the HRA is available for use upon retirement.

- **Q: As of January 1, 2021, I am between 40 and 45 years old. What happens to my retiree medical?**
- A: If you are age 40 through 45 on January 1, 2021, your contributions to the new defined contribution HRA begin January 1, 2021, and continue every month thereafter. Money is invested, based on your selection, and will earn interest over time. TCU contributions and after-tax employee contributions will build and become vested and payable to the employee upon retirement. This money is set aside for retiree medical expenses and replaces the current Via Benefits HRA.

- **Q: I will not be age 40 by January 1, 2021, am I eligible for retiree medical?**
- A: The new defined contribution HRA investments begin the month you turn 40 years old and continue every month thereafter. If you want to save for retirement before the age of 40, you can save pre-tax dollars using a supplemental retirement account with either TIAA or PFCC.

- **Q: Do new employees get retiree medical through an HRA?**
- A: All employees hired June 1, 2020 or later, over age 40 receive HRA contributions immediately; and, employees hired June 1, 2020 or later who are under age 40, receive contributions on the month of their 40th birthday and continue every month thereafter.

- **Q: How does this affect my Voluntary Supplemental Retirement Contribution?**
- A: This change does not affect your Voluntary Supplemental Retirement Contribution. For 2020, the IRS 403(b) max contribution limit of \$19,500; and, for age 50 and older a catch-up contribution limit of \$6,500 remains.

- **Q: What is changing with TCU Employee tuition assistance program for dependents (spouse/partner and child (ren))?**
- A: The employee tuition assistance program for eligible dependents – spouse/partner and child (ren) – provides tuition assistance for up to 100% (previously 110%) of the number of credit hours required for the undergraduate or graduate (spouse/partner) hours required for the degree/program in which the dependent is enrolled. (i.e., BS, Biology requires 124 hours- TCU assistance program will provide tuition assistance for up to 124 credit hours)