Important Notification: Phase-Out of Your Current NYU Medical Plan in 2016

October 17, 2014

Dear HMO plan participant:

We wish to inform you of the planned phase-out of the Aetna HMO and Oxford Freedom HMO medical plans. Both HMO plans will no longer be offered to faculty, administrators, and professional research staff at NYU effective January 1, 2016.

It is important to note that the eventual phase-out affects neither your current participation in your HMO nor your ability to continue your current coverage in calendar year 2015, ending December 31, 2015.

Rationale Behind the Planned Phase-Out of HMOs at NYU

NYU Benefits has closely partnered with the Benefits and Housing Committee of the Tenured, Tenured-Track Faculty Senators Council and with representatives of the Administrative Management Council to design plans that provide cost-effective benefits with appropriate levels of service and value to our diverse community, while remaining competitive with peer institutions of higher education.

A particular focus of the review was the enhancement of NYU’s overall health care offerings in 2015 and 2016 with minimal cost impact to participants and NYU. The consensus and recommendation was to eliminate by January 1, 2016, the most costly NYU offerings with restrictive networks, which include the Aetna HMO and Oxford Freedom HMO plans for faculty, administrators, and professional research staff.

Suggested Actions and Alternatives

If you wish to continue your current HMO coverage through calendar year 2015, you need not take any action at this time, or during Annual Enrollment (November 3-24, 2014), since elections will roll over for 2015 if you do not enroll in another plan during Annual Enrollment. However, it is strongly encouraged that you begin to consider your and your dependents’ unique coverage needs and alternative medical plans for calendar year 2016 now.

In tandem with conversations with your doctor, use the robust set of Decision Support Center tools that will be available on the Benefits Resource Center during Annual Enrollment to discover other NYU plans, administered by UnitedHealthcare, that meet your needs. If you identify an alternative plan in which to participate in calendar year 2015, you may make those elections during Annual Enrollment – and evaluate your new NYU plan a year in advance of the 2016 phase-out.

Additional Questions and Resources

Please consult webpages for NYU faculty benefits, employee benefits, and the forthcoming 2015 Benefits Overview Guide. You may also contact PeopleLink, NYU’s benefits and payroll service center, at askpeoplelink@nyu.edu or 212-992-LINK (5465). Thank you.

The Benefits Office
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nyu.edu/hr