

2024–2025 Open Enrollment FAQs

Medical Plans

How do I find out if my doctor is in the BCBSTX network?

Michael's BCBSTX plans use the Blue Choice PPO network of providers. Go to [BCBSTX.com/Michaels](https://www.bcbstx.com/Michaels) and search for your provider.

If my doctor's name shows up in the search on the [BCBSTX.com/Michaels](https://www.bcbstx.com/Michaels) website, is it safe to assume they are in-network?

There are many networks on the BCBSTX site. Only the providers in the Blue Choice PPO Network are considered in-network. Use the [BCBSTX.com/Michaels](https://www.bcbstx.com/Michaels) link, as it navigates you directly to the Blue Choice PPO Network.

What are the deductible and out-of-pocket maximum for the Choice HSA Plan?

It depends if your coverage tier – whether you cover just yourself or if you cover family members. Go to [MIKBenefits.com](https://www.mikbenefits.com) and review the Benefits at a Glance, benefits guide or the Summary of Benefits and Coverage for plan information.

Can I have the Basic PPO in the first half of 2024, and the Choice HSA in the second half of 2024?

Yes. You can change medical plans during Open Enrollment, and you will move to the new plan on July 1, 2024.

Are the out-of-pocket maximum and deductible the same amount?

No. You first pay the deductible before Michaels starts to share costs with you (coinsurance). When you reach the out-of-pocket maximum, you're done paying for in-network services for the remainder of the plan year (July 1, 2024 to June 30, 2025).

Does my physician have to complete a form for me to receive credit for my wellness exam and avoid the surcharge?

If you received your physical prior to being covered on the Michaels medical plan and are waiting to submit it for the upcoming plan year, yes. You can find the form on [MIKBenefits.com](https://www.mikbenefits.com) > Health & Wellness > Wellness Programs & Surcharges. If you complete your physical while enrolled in a BCBSTX medical plan through Michaels, you will receive credit once BCBSTX processes your claim; no further action is required on your part or that of your physician.

Where do I find the wellness form?

You can find the form on [MIKBenefits.com](https://www.mikbenefits.com) > Health & Wellness > Wellness Programs & Surcharges.

If my spouse *doesn't* have access to other coverage, can I cover them in any medical plan?

Yes.

Where do I find BCBSTX plan information?

The BCBSTX Summary of Benefits and Coverage is available on [MIKBenefits.com](https://www.mikbenefits.com) > Resources > Documents > Summaries of Benefits & Coverage (SBC). Choose the BCBSTX tab.

Is eEvaluate the same program as last year?

Yes, it's the same tool updated with this year's plan information.

Prescription Drug Coverage

Why do we have to use CVS?

You must use CVS for all 90-day supply fills. You can use all other pharmacies that accept Prime Therapeutics as an in-network provider such as Walgreens, Wal-Mart, Target, ShopRite and many others.

Will we still have maintenance medications for \$0?

Yes, depending on the maintenance medication. The full list is available on [MIKBenefits.com](https://mikbenefits.com) > Benefits > Health & Wellness > Medical Coverage & Resources > Pharmacy Benefits > Maintenance Medications. Click the [preventive drug list](#) link.

Will preferred brands for prescriptions stay the same?

It depends on the preferred brand medication. The formulary list is available on [MIKBenefits.com](https://mikbenefits.com) > Benefits > Health & Wellness > Medical Coverage & Resources > Pharmacy Benefits. Click on the [Prime Therapeutics Balanced Drug List Formulary](#) link.

Health Savings Account (HSA)

Do I enroll in the HSA now or at the end of the year?

You can start saving in the HSA now only if you are moving from the Kaiser or PPO medical plan to the Choice HSA plan for the period from July 1, 2024 to December 31, 2024. In the fall we will have a separate enrollment for the full 2025 calendar year.

I want to participate in the HSA; can I enroll in the Basic PPO plan?

No. To be eligible for the HSA, you must be enrolled in the Choice HSA Plan.

If I switch to the PPO plan from the Choice HSA Plan, what happens to my HSA enrollment?

You will be required to stop contributing to the HSA effective July 1, 2024 as you will no longer be eligible for this account.

When does Michaels begin to contribute to the HSA?

Michaels contributes to your HSA after you enroll in the Choice HSA plan. If you enroll in the Choice HSA plan at Open Enrollment, Michaels' first contribution will be for the July 12, 2024 paycheck. Note, your contributions will be prorated for the period from July 1, 2024 to December 31, 2024 if you are enrolling in Choice HSA now but previously had a different medical plan or waived medical plan enrollment.

Flexible Spending Accounts (FSAs)

If I am enrolled in the PPO Plan and switch to the Choice HSA effective July 1, 2024, what happens to my FSA contributions?

You will be required to move from the health care FSA to the limited purpose FSA if previously enrolled in health care FSA. The IRS will not permit you to have both the Health Savings Account and the full health care FSA.

If I'm currently enrolled in the health care FSA, can I switch to the limited purpose FSA during Open Enrollment?

You can only switch effective July 1, 2024 for FSA plan enrollment to the limited purpose FSA if you switch from the Kaiser, Enhanced or Basic PPO plans to the Choice HSA plan.

Does the amount we put in the FSA for the last 6 months have to be used before the end of 2024?

If you are currently participating in the health care FSA, all expenses are to be incurred by December 31, 2024.

Do I have to enroll in a Michaels medical plan to enroll in the FSA?

No, you don't have to enroll in any Michaels plan to enroll in the FSA. You can use the funds for all eligible expenses even if you have coverage elsewhere.

Are the FSAs use or lose it?

If you are enrolled in the health care FSA, you have until December 31, 2024 to incur health care FSA expenses. Any expenses from 2024 must be submitted for reimbursement by March 31, 2025. You can carry over up to \$640 of unused 2024 health care FSA funds to use for expenses in 2025. For the dependent care FSA, expenses must be incurred by March 15, 2025. You have until March 31, 2025 to submit dependent care FSA expenses for reimbursement.

I'm already enrolled in an FSA. What happens to my enrollment for the July 1, 2024 Open Enrollment timeframe?

No action is needed; your FSA election will continue until December 31, 2024. You will make your 2025 FSA elections during the October 2024 Open Enrollment period.

Dental Plans

Are there any changes to the dental insurance provider?

No, Cigna remains our provider with no plan changes.

Vision Plan

Are there any changes to the vision insurance provider?

No, Cigna remains our provider with no plan changes.

How do you submit claims with Eyemed when using out-of-network providers?

Go to [MIKBenefits.com](https://mikbenefits.com) > Benefits > Health & Wellness > Vision Coverage > Additional Resources > and click the [EyeMed Out-of-Network Claim Form](#).

Enrolling on Workday

How do I add or drop dependents from my coverage?

There is a task for this in your inbox on Workday. Or go to [MIKBenefits.com](https://mikbenefits.com) and there is a link on the Enrollment guide with the job aid on "How to Add or Edit Dependents." You can also call Team Member Services for assistance.

Can my spouse drop their current coverage and be added to my plan at Michaels?

Adding your spouse at Open Enrollment isn't considered a Qualifying Life Event. You can add your spouse to your plan, but they should check with their employer if they can drop their coverage as of June 30, 2024.

If I'm on a leave of absence (LOA), how do I complete my enrollment?

There is a task on how to do this in your inbox on Workday or go to [MIKBenefits.com](https://mikbenefits.com) and there is a link on the job aid on "Leave of Absence Open Enrollment." You can also call Team Member Services for assistance at 1-855-432-MIKE (6453).

What happens if I don't want to make any changes to my current benefits?

The current benefits you are enrolled in will be automatically carried forward to the new plan year, covering your same dependents, with the exception of the FSA and HSA. You must enroll in those plans each year. HSA and FSA enrollment occurs in the fall for a January 1 effective date.

How do I add a trust as a beneficiary?

Go to the home page in Workday > Menu > Benefits > Beneficiaries > Add > Create a New Trust as Beneficiary.

Qualifying Life Events

When you add a baby as a life event, is the baby covered during the first 30 days while you are getting coverage added?

You have 30 days from the date of birth to add the baby to your medical plan on Workday. Once the information is sent to our insurance carrier, coverage becomes effective retroactive to the date of birth. If you do not add your newborn to your coverage within 30 days from their date of birth, you will have to wait until next year's Open Enrollment to add them to your benefits.

Other Open Enrollment Questions

Will there be a time when benefits enrollment moves to calendar year instead of July 1?

Not likely. Michaels' busiest time of the year is from October to December, which is when other companies typically have their open enrollment. Michaels has a 7/1 plan year to ensure our Team members have enough time to review their benefits, attend webinars and complete their enrollment.

Where is the Open Enrollment presentation?

Go to [MIKBenefits.com/open-enrollment](https://mikbenefits.com/open-enrollment) under Open Enrollment Webinars and click the link.