



Benefits Overview

Family and Wellness Benefits for NBU Employees

Family Building Benefits:

Coverage begins on the first day of your medical plan. All plans have fertility services and procedure benefits. Coverage includes fertility treatments known as Assisted Reproductive Technology (ART) procedures and oral and injectible fertility medications regardless of an infertility diagnosis after pre-authorization. Coverage also includes diagnostic work-up procedures to correct underlying cause of infertility, including prescription drugs.

Infertility services include diagnostic evaluation, assessment, and counseling when medically necessary and provided according to BCBSM and Blue Care Network plan and network rules.

Maternity and Parenting & Pediatrics and Women's Health Support Programs:

Coverage begins on the first day of your medical plan through our partnership with Maven. There are five programs through Maven to support expectant moms, dads, same-sex partners, transgender people, and single parents along with their families through the entire family planning journey including Women's Health Support. Programs include Family Building (including fertility), Maternity (pregnancy + 3 months postpartum), Parenting and Pediatrics (support for parents of children age 1-10 including pediatric care, parent coaching, special needs and childcare navigation), and Menopause.

Travel Concierge:

Coverage begins on the first day of your medical plan to provide travel accommodations for approved medical treatment when care is not available close to members' homes. Covered expenses can include air, hotel, mileage, parking and tolls for member and needed companion. Travel concierge services are available for gender-affirmation care, behavioral health services, human organ transplant, maternity/reproductive health services, pregnancy termination, and rare condition treatment services.

Parental Leave:

Eligibility is provided after six full months of service as a full or part-time NBU employee. Whether you have given birth, are a spouse or partner to someone who gave birth, adopted a child or are a new foster parent, parental leave benefits are available to you. Eligible employees will receive 70% of their base salary for a maximum of six weeks of continuous paid parental leave. Birthing mothers receive Parental leave in addition to time off available under the Short Term Disability policy.

Coordinated Care:

Eligibility begins on the first day of your medical plan. Coordinated Care takes basic care management to the next level with deep engagement of members who have complex or chronic conditions. This benefit provides integrated support for medical, behavioral health and pharmacy needs and provides proactive care recommendations. Access to the BCBSM Coordinated Care app allows two way communication and curated health content for engaged members.

2nd MD:

Eligibility begins on the first day of your medical plan. NBU employees and their eligible dependents will have access to virtual and phone second opinions held with world-renowned physician experts. These can be for new or existing diagnosis, upcoming surgeries, or to review healthcare decisions to learn more about your treatment options.

Omada Diabetes Prevention Program:

Eligibility begins on the first day of your medical plan. NBU employees and their eligible dependents will have access to a digital health care program that helps achieve health goals and weight loss through sustainable lifestyle changes to reduce the risk of developing type 2 diabetes. This program includes interactive lessons, peer groups, professional health coaches and smart technology that is accessible nationally and on demand.

Mental Health by Teladoc Health:

Eligibility begins on the first day of your medical plan. NBU employees and their eligible dependents will have access to a flexible and comprehensive digital program to support stress, depression, sleep, anxiety and more — all tailored to the participants unique needs. Get 24/7 access to the Teladoc Health app and web platform to learn practical tips and techniques and one-on-one guidance coaching if desired.

Diabetes Management by Teladoc Health:

Eligibility begins on the first day of your medical plan. NBU employees and their eligible dependents with diabetes will receive various resources and supplies for their daily management. The program includes unlimited strips and a monitor that automatically uploads your blood glucose readings to a secure online account and provides real-time personalized tips.



Please ask your talent acquisition consultant for a comprehensive description of all the benefits.