

Human Resource Services

MEMORANDUM

TO: RF Employees

From: Employee Benefits Department

Subject: Open Enrollment 2020

Date: November 2019

OPEN ENROLLMENT PERIOD:

The Open Enrollment Period is your annual opportunity to choose the benefits you want for the upcoming year. The 2019 Open Enrollment Period begins on November 1, 2019 and ends on November 30, 2019.

If you want to make changes, you can conveniently do so in the Employee Self Service during the month of November. You can log into the Employee Self Service by visiting goo.gl/XP3w3Y. We recommend that you evaluate your health care needs to determine if a change should be made. To assist with your evaluation, we recommend you read the Benefits Bulletin the Research Foundation mailed to your home. You can also view the Benefits Bulletin by clicking on the following link http://goo.gl/2cLzp.

Once you make your elections, please be sure to print your confirmation statement.

PLEASE NOTE: If you do not want to make any changes, all of your current enrollments will roll over into the New Year EXCEPT Flexible Spending elections. Both the Health Spending account and the Dependent Care Advantage account require annual enrollments to participate.

Your health plan options for 2020 are:

- Empire Traditional PPO
- Empire Deductible PPO

CHANGES RF EMPLOYEES CAN MAKE DURING THE OPEN ENROLLMENT:

- Newly enroll in the health plan
- Add or drop dependents
- Cancel coverage
- Elect after-tax or pre-tax deductions
- Update your beneficiaries
PREMIUMS:

Please click on the following link for the 2020 RF Health Insurance Bi-Weekly premiums:
http://goo.gl/2cLzp

TO CHANGE YOUR HEALTH INSURANCE OPTION:

To change your health insurance option you must log into the RF Employee Self Service Portal using the following link: goo.gl/XP3w3Y

FLEXIBLE SPENDING ACCOUNTS:

Beginning January 1, the new administrator for the RF Flexible Spending Accounts (Health Care and Dependent Care) will be PayFlex. There is no change to the benefits provided through these accounts. However, if you currently have a Health Care or Dependent Care account administered by WageWorks, there are some things you need to know about the transition.

The FSA transition:

- FSA claims made on 2019 FSA dollars must be incurred by March 15, 2020, and received by WagesWorks by March 31, 2020.
- FSA claims made on 2020 FSA dollars will be processed by PayFlex starting January 1, 2020.
- The Health Care FSA contribution limits will increase to $2,700 for 2020 and the Dependent Care Advantage contribution limits for 2020 will remain at $5,000. The November 1, 2019 through November 30, 2019 is a time of open enrollment for the Research Foundation’s Flexible Spending Account (FSA) programs. To help save and pay for expenses on a pre-tax basis you may want to enroll in the Health Care Spending Account and/or the Dependent Care Spending Account.

If you have questions regarding the Open Enrollment Period please call 631-632-6180 or email HRS_Benefits@stonybrook.edu.