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Sent: Tuesday, September 21, 2010 12:53 PM
To: uwex-all@lists.uwex.edu
Subject: Benefit Enrollment and Change Period Begins October 4, 2010

Benefit Enrollment and Change Period Begins October 4, 2010

There are important changes to benefits for 2011 that may require you to take action during the Benefit Enrollment & Change Period

The Annual Benefit Enrollment and Change Period begins October 4th and ends October 29, 2010 for most plans. *Watch for an email near the beginning of the enrollment and change period that includes important details about changes to your benefit plans and your enrollment and change opportunities.*

Please review the following website [UW Benefit Enrollment Opportunities for 2011 | Benefit Enrollment and Change Period Begins October 4, 2010](#) for details.

This is the only time during the year when employees are eligible to make benefit plan changes unless they have a life event (marriage, birth, divorce...) that allows them to add or change benefits. All benefit enrollments and changes made during this period will be effective January 1, 2011.

You may take the following actions during the benefit enrollment and change period:

- Change health insurance plans
- Change from single to family health insurance or add additional eligible family members to family health insurance (including married children under age 26 and unmarried children under age 27)
- Enroll in plans that have an open enrollment (vision, dental, EPIC Benefits+)
- Enroll in Employee Reimbursement Account (medical expense and dependent care)
- Cancel vision or dental coverage for the 2011 plan year (must submit application by December 1)
- Remove eligible dependent children ages 19-27 or a domestic partner from benefit plans

Watch for benefit plan changes for 2011:

- Stand-alone dental insurance – there will be a new dental plan, Dental Wisconsin, and Anthem DentalBlue will no longer be available to employees not represented by a union.
- The EPIC Dental & Excess Medical insurance plan changed its name to EPIC Benefits+ and has added an optional vision insurance benefit to their plan.
- Married children under age 26 will be eligible for coverage under State Group Health Insurance.

- Many over-the-counter drugs will no longer be a reimbursable medical expense under the Employee Reimbursement Account (ERA) program.
- Coverage and benefit levels under the Accidental Death & Dismemberment (AD&D) Insurance plan will be expanded.
- Premiums for State Group Health and State Group Life Insurance will be deducted one month in advance of coverage. Premiums are currently deducted two months in advance of coverage so in order to make the change to paying premiums one month in advance, there will be no health or State Group Life Insurance deduction from your November earnings. Normal premium deductions will resume on your December earnings.

Even if you are satisfied with your current benefit plans, please take time to read about changes to the benefit plans so you know how you may be impacted and if you need to take any action.

Please watch for information regarding the fall benefit enrollment/change period in the next few weeks.

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