



YWCA Columbus 2020 Open Enrollment Benefit Offerings

Who is eligible?
and
How are benefits
determined?

Who is Eligible?

If you are a full-time employee (working 30 or more hours per week) you are eligible to enroll in YWCA Columbus' benefit plans. If you enroll, you may also enroll your eligible spouse and dependents. Eligibility begins the first day of the month following date of hire or transfer to full-time status provided benefit elections are made within 31 days. Employees working 25-29 hours per week are only eligible for dental and vision insurance.



How to Enroll

The first step is to review your current benefit elections and verify your personal information. If you want to make any changes to your current enrollments, complete the enrollment forms and email them to Tracy Tartt at ttartt@ywcacolumbus.org. Once you have made your elections, you will not be able to change them until the next open enrollment period unless you have a qualified change in status.



When to Enroll

The open enrollment period runs from June 15-30, 2020. The benefits you elect during open enrollment will be effective from July 1, 2020 through June 30, 2021. **The following changes can be made by the employee:**

- Enroll or terminate individual or dependent coverage in the medical/dental/vision plans.
- Enroll in the HSA Account Plan
- Add or make changes to the Supplemental Short-Term Disability and Whole Life benefit offerings with Allstate

All forms must be returned to Human Resources by Tuesday, June 30, 2020. Contact Tracy Tartt, Human Resource Generalist, with any questions via email: ttartt@ywcacolumbus.org.



How to Make Changes

Changes to your benefits can only occur once a year during open enrollment unless you have a qualified change in status. Qualifying events include marriage, divorce, domestic partnership status change, birth, or adoption of a child, change in child's dependent status, death of spouse, child, or other qualified dependent, or change in spouse's or domestic partner's benefits or employment status. **Forms to be completed if making changes:**

- Medical/Dental/Vision Enrollment/Change Form
- Voluntary Life and AD&D Enrollment Form.
- HSA Spending Account Enrollment Form/Direct Deposit Form

What's New for 2020 - New Rates for Health Savings Accounts (HSA)

If you participate in the high-deductible health plan, you can set aside money in a Health Savings Account (HSA) before taxes are deducted to pay for eligible medical, dental and vision expenses. The maximum contribution rate for HSA's in 2020 will increase to \$3,550 for individual coverage and \$7,100 for family coverage. Additionally, if you are age 55 or older, you may make an additional "catch-up" contribution of \$1,000.

If you are looking to make changes to current benefit enrollments or want to know information about current offerings, book your time slot now with Tracy Tartt at ttartt@ywcacolumbus.org. If you would like to schedule a virtual meeting, we are offering 1:1 video meetings for employees