

UVA For Your Benefit: J1 Visa Health Plan

Transcript of Podcast

SPEAKERS

Nathan Moore, Elizabeth Feola, Tim White

opening music

Nathan Moore: Hey, Elizabeth. We're here at the UVA For Your Benefit podcast, and I was just thinking about all the people who work at UVA who actually come here from other countries. It's really remarkable. They're in research, they're in administration, they're all over the place. They get benefits too, right?

Elizabeth Feola: Yes, I believe many of them do get benefits, and we are here today with Tim White who is the supervisor of Immigration Services at UVA HR. He is going to tell us about some changes for 2020 for those who have J1 Visas. Hit it, Tim.

Tim White: Good morning.

Elizabeth Feola: Well, Tim, quick question: can you tell us what is a J1 Visa? And approximately how many people at the university have a J1 Visa?

Tim White: Good question. So J1 Visa is actually made up of a variety of different subcategories, and the population we're concerned with today is those that are classified as employees, therefore benefits eligible. I think we're talking about a population of around 200 folks at the university.

Elizabeth Feola: From all different countries, correct?

Tim White: All different countries.

Elizabeth Feola: So in the past, what benefit opportunities to people with J1 Visas have, and what is the change for 2020?

Tim White: So folks with J1 Visas, as they're well aware, so part of a painful situation, as part of the J1 Visa category, there are specific requirements regarding health insurance. The only option for individuals last year was the UVA choice plan, which was the most expensive of all the options. And while it's a great plan, it may have been more than some J1 Visa holders needed. In some cases, it would have been the most expensive option for those individuals, so recognizing that and trying to serve the J1 Visa community, the benefits folks have come up the UVA J1 Visa health plan, which is really a combination of the value and choice plan, and will be less expensive than the choice option, which was the requirement for last year.

Nathan Moore: And still meet all those federal requirements for J1 Visa holders?

Tim White: Correct.

Nathan Moore: And this only applies to immigrants holding a J1 Visa, this isn't a plan off to the side, it's not a plan for American citizens who are trying to choose their benefits?

Tim White: That's right. So, anybody who's a J1 employee will automatically be enrolled in this plan, and it's not open to other individuals.

Elizabeth Feola: So, if somebody has a J1 Visa right now, and they have choice health plan, do they actually have to do anything to be placed into this new UVA J1 Visa health plan starting January 1st, 2020, or will they automatically be placed into that plan?

Tim White: Right, good question. So, they will be automatically placed into this plan based on their understanding that they are on a J1 Visa. However, we would really encourage folks, this would be the case with any benefits situation, to go in and review their Workday record and their health plan details to make sure that they are in the correct plan.

Nathan Moore: Well where can folks find out more if they do fall into this J1 Visa holder category?

Tim White: So, the recommendation, certainly, is to contact Ask HR, and individuals who are impacted will also get a postcard notifying them of their eligibility for the program, and details for the program will be available, as well as all of the plans, on the website: hr.virginia.edu.

Tim White: That's it.

Nathan Moore: Alright! Tim, thanks so much.

Tim White: You're very welcome.

Elizabeth Feola: Thanks, Tim.

Tim White: You're very welcome.

Nathan Moore: For Your Benefit is a production of UVA HR and TEEJ.fm and WTJU. My name's Nathan:

Elizabeth Feola: My name is Elizabeth.

Nathan Moore: Thanks for listening. Check out everything you need at hr.virginia.edu

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