

2020
OPEN
ENROLLMENT

IT'S TIME TO CHOOSE YOUR
BENEFITS



*Full schedule and locations at
hr.virginia.edu/oe/presentations



KEY DATES

Open Enrollment Presentations:
Most weekdays between Sep. 16 and Oct. 18, 2019*

Open Enrollment:
Oct. 7—Oct. 18, 2019

Benefits and Wellness Expos:
Oct. 9 and Oct. 10, 2019

New Benefits Begin:
Jan. 1, 2020

Please visit hr.virginia.edu/oe for dates and times

UVAHR
914 Emmet Street, PO Box 400127
Charlottesville, VA 22904

We hear you. How can we help?
HR Solution Center
Phone: 434.243.3344
Email: AskHR@virginia.edu
Live Chat from the HR website home page
Visit us at 914 Emmet Street, Charlottesville

CONTACT US FOR
ANSWERS



2020 OPEN ENROLLMENT

Get ready for the **University of Virginia’s 2020 Open Enrollment**, your time to review and select benefits for next year. Choosing benefits is a significant investment in your physical and financial well-being, and UVA offers a variety of options, so you can customize your benefits to meet your unique needs.

You asked for more personalized support, and we have more opportunities for you this year! More in-person presentations, more HR employees to assist you starting in mid-September, plus podcasts you can listen to on your way to work or home.

This year’s Open Enrollment period is Oct. 7–Oct. 18, 2019, with no confirmation period afterwards. Visit the Open Enrollment website at hr.virginia.edu/oe for complete details. Enroll or make changes in Workday.



LEARN ABOUT PLAN CHANGES

2020 BENEFITS HIGHLIGHTS

Premiums increase for all 3 plan options; increase percentage is highest for Choice Health option
Deductibles increase for Choice, decrease for Value, and stay the same for Basic Health option
Coinsurance increases for Choice Health option
Copays increase for Value Health option
Out-of-pocket decreases for Basic Health option
Supplemental Benefit Credit increases from \$450 to \$550 for eligible Academic Staff
Deductible for Choice and Value Health includes medical and pharmacy, except those with copays.
Employees on the UVA Health Plan with a J-1 visa will have a new coverage option January 1, 2020 and will receive additional information.

For information about premiums and other specifics, see the Open Enrollment website: hr.virginia.edu/oe



Be sure to visit the Benefits and Wellness Expos on **October 9 and 10** to learn more about your benefits. Employees and spouses can meet one-on-one with the benefits team and providers and participate in free health screenings. Additional information: <https://hr.virginia.edu/oe/expos>.

LOOK TO US FOR RESOURCES



The **Open Enrollment website**, hr.virginia.edu/oe, has detailed information about 2020 changes, rates, and coverage. To review and change your benefits, log in to Workday, click on Open Enrollment in Announcements or your Inbox or in the Benefits app. Also find presentation dates, podcasts, and other resources.



The **Open Enrollment video** includes a brief, high-level summary of 2020 changes and available benefits. The **Health Terms and Concepts video** explains common benefits terms you will hear during Open Enrollment. Additional video resources you can view throughout the year help you learn more about wellness and retirement benefits.



****NEW** Podcasts** are available 24/7 on the website, to listen to on the way to work or home. Learn about benefits terms, HSAs, FSAs, and prescription drug coverage.



****NEW** Picwell** is an Interactive tool that allows your input of preferences to determine the best fitting health option for you and your family.



Ask ALEX is a step-by-step virtual assistant who helps you choose benefits.



The **Aetna Plan Selection & Cost Estimator Tool** estimates your share of medical costs for 2020 for each UVA Health Plan option (Choice, Value, Basic) based on your (and your dependents’) claims history.



Spouses are welcome to access all of the available Open Enrollment resources.

We hear you. How can we help? hr.virginia.edu/oe

