



# 2022 OPEN ENROLLMENT

***UVA's Benefits Open Enrollment for plan year 2022 occurs October 4 – 15, 2021.***

NOW is your time to review and select benefits for next year. Are you getting the most out of your health plans? Your family's health, vision, and dental care benefits are a significant investment in your physical and financial well-being and should be treated like any major purchase. In fact, UVA employees spend an average of \$4,000 a year on health care for individuals and \$12,500 for families.

As we edge toward our fall Open Enrollment, this is the time to review how you've used your benefits so far.

## **Review Your Benefits**

*Here's What You Can Do Now to Prepare for Open Enrollment*

Make sure the benefits you chose in 2021 are meeting your needs and supporting your health and well-being. Consider:

- Have you used all your preventive services for health, dental and vision? Visit:
  - Medical Claims and Pharmacy: [Aetna](#) website
  - Dental: [United Concordia](#) member website
  - Vision: [Davis Vision](#) member website
- Do you have funds left in your FSA account that you can use? Visit the [Chard Snyder](#) website to check your FSA account balance.
  - All funds in your FSA should be used by the end of 2021.
  - Chard Snyder has an online [FSA store](#) where you can use your FSA dollars. Check out the [FSA Eligibility List](#) to find out which kinds of over-the-counter products and medications you can purchase.
- Did your benefits elections in Workday match your spending in 2021? Log in to [Workday](#) and review your benefits.
- Are your dependents listed with correct social security numbers in Workday? Review their social security numbers in Workday and adjust as needed.
- Is your home address and phone # correct in Workday? Review your profile in Workday and update as needed.

Asking yourself these questions can help you make the best investment. As Open Enrollment approaches, knowing what you need now is a great way to prepare for next year.

## **What to Expect**

*Here's a Preview of Open Enrollment for Plan Year 2022*

During the past year and a half, we have confronted, and overcome, unprecedented challenges that have led us to new ways of working and interacting with one another, with both in-person and flexwork schedules. 2021 continues 2020's "anything but normal" year.

UVA leadership cares about you and is always looking for ways to help. For benefits Open Enrollment this year, we are offering resourceful ways for you to learn about your benefits so that the benefits review process is as easy and painless as possible.

Here's what to expect:

- **Updated website** with changes, action items, and high-level takeaways clearly listed, and all webpages translatable into 100+ languages. The website will launch September 9, 2021.
- **You can meet virtually 1:1** with HR team members before Open Enrollment to understand your benefits better.
- **Benefits Information** in emails, social media, digital monitors across Grounds, posters in lunchrooms, and on buses; some of them are now multilingual!
- **One overview postcard, two detailed print pieces, and a reminder postcard** delivered to your home (make sure your home address is listed correctly in Workday).
- **Enrollment in Workday** will look different, with individual benefits tiles that simplify the process (more on this later).

## Mark Your Calendar and Register

*Important Dates for Open Enrollment*

Improve your financial, emotional, mental, and benefits fitness by attending a live webinar starting next week with health plan vendors, or virtual presentations with the HR Benefits team. Register now and add these dates to your calendar.

**September 7 – October 13** - Live virtual webinars offer you the ability to dive deeper into certain topics and ask questions from HR staff and UVA vendors. Webinars are a great resource to help you get all the information you need to make your benefits selections and to manage your health and well-being needs.

- **Sep. 7: Halfway There: A Retirement Checkup**
  - [Register for 12:00 pm webinar](#)
  - [Register for 3:00 pm webinar](#)
- **Sep. 14: Trainable Skills of Well-Being**
  - [Register for 3:30 pm webinar](#)
- **Sep. 15: Learn the Basics of When and How to Claim Social Security**
  - [Register for 10:00 am webinar](#)
  - [Register for 6:00 pm webinar](#)
- **Sep. 21: Trainable Skills of Well-Being**
  - [Register for 12:00 pm webinar](#)
- **Sep. 22: Saving for Future Higher Education Expenses**
  - [Register for 11:00 am webinar](#)
  - [Register for 7:00 pm webinar](#)
- **Oct. 13: Turn Your Savings into Retirement Income**
  - [Register for 2:00 pm webinar](#)
  - [Register for 8:00 pm webinar](#)

**September 9** – The Open Enrollment website launches. Look for an Open Enrollment Benefits Update email from UVA Human Resources that details changes, action items, and key takeaways, along with the Open Enrollment website URL.

**September 15 – 30:** Benefits Presentations – For your safety, we are offering benefits presentations primarily through Zoom. You can hear about benefits changes and ask questions; please register below. These presentations are not customized for any school or unit, so attend any presentation that fits your schedule. All options listed below will offer the same content.

- **Sep. 15** (Wednesday) – Virtual
  - [Register for 10:00 am presentation](#)
- **Sep. 20** (Monday) – Virtual
  - [Register for 3:00 pm presentation](#)
- **Sep. 23** (Thursday) – Virtual
  - [Register for 9:00 am presentation](#)
- **Sep. 27** (Monday): 10:00 – 11:00 am – In Person
  - UVA Health System, ERC
- **Sep. 30** (Thursday) – Virtual
  - [Register for 11:00 am presentation](#)



**October 4: OPEN ENROLLMENT OPENS.**

**October 5:** Town Hall - A Virtual Open Enrollment Town Hall will be held October 5, 12 – 1:30 pm, which will bring in additional information beyond the Open Enrollment Zoom presentations. Questions can be submitted during the Town Hall and upvoted, and a moderator will curate your questions for the presenting team representatives to answer. [Please register HERE](#). The Town Hall will include short presentations and a longer Q&A session with the following teams:

- UVA Faculty and Employee Assistance Program (FEAP)
- Hoos Well team
- Leave team
- Benefits team
- Retirement team
- Aetna and Aetna Pharmacy team

**October 15: OPEN ENROLLMENT CLOSSES.**

## We Hear You. How Can We Help?

If you need assistance, please contact the HR Solution Center [by email](#) for personalized, virtual 1:1 service, or call 434.243.3344.

You can also click on the “**Ask UVA HR**” button at the bottom right of every HR webpage screen for 24/7/365 virtual assistance. If you don’t find what you’re looking for with the HR Virtual Assistant, you can request a live chat with HR from the Virtual Assistant menu during regular work hours.

All pages are now translatable to 100+ languages using the Google Translate option in the footer of every page.

***We are here to help you!***

