



Benefits Open Enrollment Occurs October 4 – 15, 2021.

The [Open Enrollment website](#) is open, and this email details benefits changes that will take effect January 1, 2022, and action items to prepare yourself for Open Enrollment.

2021 Continues 2020's "Anything But Normal" Year

For the 2022 plan year, UVA will not raise the premiums for health, dental, or vision plans for full-time employees, and has lowered premium rates for part-time employees. So, there is good news in this "anything but normal" year." UVA leadership cares deeply about you and continues to look for ways to help.

There are some changes and other enhancements to be aware of, and action items you may need to take, so please take time to read this email. Even though you may not want to make any changes to your health, dental, or vision plans, you will again need to re-elect the FSA and HSA programs in Workday if you want to keep them in 2022. 2021 elections for FSAs and HSAs will NOT automatically carry over to 2022.

This is a busy time of year, and your benefits are an important financial investment. We are pleased that you approach benefits decisions with the same focused level of research and intentionality as you do with any other major expenditure. Our goal with the Open Enrollment process this year is to make it as convenient and easy as possible.

Benefits Changes

New Benefits for You, and Important Changes You Will Want to Understand

Benefits changes include the following:

- **Part-time employees will receive the same employer contribution to their premium as full-time employees.** There will be one premium rate for all benefits-eligible employees within each employee category.
- **New spouse benefit for telecommuting spouses provides eligibility for health coverage.** Spouses of UVA employees whose remote employer offers affordable health care that provides minimum value, but none of their health options has in-network coverage at the spouse's residence, will now be eligible to be a dependent on the UVA employee's health coverage. This allows better health care options for spouses working for remote employers.
- **The UVA J1 Visa Health Plan is now called the UVA J Visa Health Plan.** Premium rates will stay the same for 2022, and employees with part-time status will pay the full-time premiums. Participants will receive a new ID card with new policy number.
- **HSA employee contributions will increase.** Maximum HSA employee contributions will rise to \$3,650 for individuals and \$7,300 for families. The "catch-up" contribution (for ages 55+) remains the same at \$1,000. The employer seed funds of \$1,000 for individuals and \$1,500 for families will remain the same.
- **MCRP Short-Term Disability weekly benefit cap of \$1,100 will be removed from the plan.** The MCRP Short-Term Disability (STD) coverage will provide a weekly benefit of 60% of your salary, up to a weekly maximum of \$15,000, increased from \$1,100 per week.
- **Out-of-Network deductible will increase for Value Health participants.** While premiums, coinsurance, and copays will remain the same for 2022, the out-of-network deductible will increase for Value Health participants, from \$1,600/individuals, \$3,200/families, to \$2,400/individuals, \$4,800/families.
- **Out-of-Pocket maximum will increase for Basic Health participants.** The out-of-pocket (OOP) maximum will increase for Basic Health participants to match the OOP maximum for Choice and Value participants: For in-network services, \$5,500 for individuals, \$11,000 for families. For out-of-network, \$11,000 for individuals, \$22,000 for families.
- **New hearing benefits will include coverage for hearing exams and medically necessary hearing aids.**
- **Infertility benefits will broaden to include less restrictive qualifications for eligibility.** This will make the infertility benefit more widely available to health plan participants.

Other Changes

- **Language Options** – New this year, the UVA Human Resources website (including the Open Enrollment website) is now translatable into 100+ languages using the Google Translate tool in the footer of every page (look for it under the HR logo at the bottom of the page). For attached documents, please use Google Translate in your browser.
- **Workday Update** - The Workday platform will look different, with individual icons for each benefit you can review and edit. Please visit the [Open Enrollment website](#) for additional details about the Workday platform change including a walk-through video and Job Aid.

Action Items

Be Prepared for Open Enrollment

1. **Familiarize yourself with the Open Enrollment website.**
2. **Redeem Hoos Well rewards before November 30.**
3. **Deplete FSA to \$0.00 if considering moving into Basic Health for the first time.**
4. **Schedule a 1:1 appointment with HR team members if you need help.** Call 434.243.3344 to schedule.
5. **Mark your calendar for the Open Enrollment key dates.** Visit the Open Enrollment website or refer to the [previous open Enrollment email](#) to all benefits-eligible employees. Open Enrollment presentations start September 15 and run through September 30.

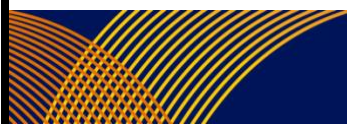
We Hear You. How Can We Help?

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.

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We are here to help you!



www.hr.virginia.edu
434.243.3344