

Frequently Asked Questions

Benefits Open Enrollment

FAQ

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If I have no changes to make, do I need to do anything?

If you are happy with what you are currently enrolled in, then no further action is required. Your enrollment will continue in the same plans you are enrolled in for 2019.

We recommend that you review your benefits in Workday and submit your enrollment, even if there are no changes. This will give you the opportunity to review what you are enrolled in along with any dependents on your plan.

The task will remain in your Workday in-box until the close of open enrollment. If you do not actively make any changes or actively submit, it will automatically close when open enrollment ends.

The only benefit that requires re-enrollment every year is the Flexible Spending Account.



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What are the changes for Benefits Plan Year 2019?

Watch our Open Enrollment video! It is web-based and can be watched at work, at home or even on your phone.



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I made changes in Workday but when I go back to review my benefits, they are not showing up.

Workday is super smart. It realizes that you are still in year 2018. You will not see your 2019 changes until January 1, 2019 as those are future-dated benefits.

Once we finalize open enrollment in Workday, you will be able to go back into your Benefits icon and choose the "Benefit Election as of Date" option to view as of 01/01/2019.



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I want to make changes and need the enrollment forms.

Save a tree! Open enrollment is **online** through Workday. We have eliminated almost all the paper forms.

Click on the pictures below: a handy reference chart on how to complete changes AND a friendly user-guide.



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I made changes in Workday. When will this change be in effect?

All changes you submit will be processed for an effective date of January 1, 2019.

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How much does it cost?

When you log into Workday, you will be able to see both the Employee (you) and the Employer (the District) cost per month.

For many plans, the District pays 100% of the coverage.

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Why are there dates like 12/01/2016 in Workday?

Those are the initial dates when all benefit information was loaded into Workday prior to our go-live in 2017.

If you didn't make a change to your benefits since then or are keeping it the same from 2018, then your date will not change. This maintains the historical record.

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When is the deadline to submit changes for 2019?

All Workday changes must be made by **November 16, 2018 by 11:59 p.m.**

If you were required to submit additional documents, they must also be received in Human Resources by November 16, 2018.

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If I change my mind after Open Enrollment ends, when can I make changes to my benefits?

Once elected, your benefit elections remain in place for the full benefit plan year which runs **01/01/2019 to 12/31/2019**. Changes outside of open enrollment are only allowed for qualifying events. An example of one type of qualifying event is adding a newborn to your benefits.

If you experience a qualifying event, you must notify the Benefits Department **within 30 days** of that event in order to make changes to your benefits.

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Can I waive coverage? I have insurance through my spouse.

Per the collective bargaining agreements, employees cannot opt-out of benefit coverage for medical, dental and vision.

There is only one exception: **New for 2019**, you may opt-out of medical coverage with proof of enrollment in another medical plan. Please contact the Benefits Technician to assist you for this waiver.

Enrollment is a bundled package. Employees and their enrolled dependents must be enrolled in all three plan types (medical, dental and vision).

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I just want the dental plan (or the vision plan).

Enrollment is a bundled package. They are not set-up as standalone plans.

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Thanks for giving me choices but now I need help in choosing a plan...

No worries! We recommend that you drop in on any of the Open Enrollment Office Hours for extra attention.

Click on the picture below for the schedule.

Open Enrollment Office Hours ↗

Date	Location	Time	Cost
10-29	District Services 1st Floor, 2nd	9:00 AM - 3:00 PM	Free
Nov-5	Copayments Student Center 1st	9:00 AM - 3:00 PM	www.ohiohealth.com
Nov-6	District Services 1st Floor, 2nd	9:00 AM - 3:00 PM	www.ohiohealth.com
Nov-8	District Services 1st Floor, 2nd	9:00 AM - 3:00 PM	www.ohiohealth.com
Nov-12	District Services 1st Floor, 2nd	9:00 AM - 3:00 PM	www.ohiohealth.com
Nov-15	Copayments Student Center 1st	9:00 AM - 3:00 PM	www.ohiohealth.com
Nov-18	District Services 1st Floor, 2nd	9:00 AM - 3:00 PM	www.ohiohealth.com

📍 Please See Spending Accounts Presentation - all dates, first 30 minutes only

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How long can my child stay on my plan?

Your child can be enrolled in your plan through the month they turn 26 years of age.

After that, your child will be issued a notice that informs them of their option to continue coverage but at the full cost.

This is called COBRA continuation coverage and can be for up to 36 months for a child that ages out of the plan.

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Where can I send a thank you cake for the awesome benefits open enrollment communications this year?

Aww....you are so nice! We are happy to make your benefits enrollment an easy and smooth process.

The best thank you would be if you submit your enrollment and help us reach our goal this year to achieve a **60%** Workday submission rate! Last year was 41%.

Submit