



2020 Benefits Open Enrollment Communication Timeline

Below is the communication timeline for open enrollment for the 2020 plan year (January 1, 2020 – December 31, 2020). The only medical plan design change for 2020 is an increase in the emergency room copay from \$100 to \$150. This change brings us more in line with the market and, with further education, should help reduce the number of non-emergent visits by members.

Employee contributions will change for the 2020 plan year. The amount of the change will depend on the plan and tier an employee chooses. The change ranges from -6.0% to 9.9%.

Date	Action
Tuesday, September 3, 2019	President's Cabinet – review 2020 benefits changes & communication timeline
Tuesday, September 3, 2019	HRAC – review 2020 benefits changes
Wednesday, September 4, 2019	Faculty Senate – review 2020 benefits changes
Monday, September 9, 2019	Staff Senate – review 2020 benefits changes
Wednesday, September 11, 2019	Email to all faculty and staff announcing 2020 benefits changes
Friday, September 13, 2019	Town Hall – review 2020 benefits – Belknap (Chao Auditorium)
Friday, September 20, 2019	Town Hall – review 2020 benefits – HSC (Kornhauser Auditorium)
Friday, September 27, 2019	Town Hall – review 2020 benefits – HSC (Kornhauser Auditorium)
Friday, October 2, 2019	Town Hall – review 2020 benefits – Belknap (Chao Auditorium)
Wednesday, October 9, 2019	Home mailing – important dates and action required
Wednesday, October 23, 2019 – Wednesday, November 6, 2019	OPEN ENROLLMENT
Monday, November 4, 2019	Email reminder to employees that open enrollment ends on Wednesday, November 6, 2019
Monday, November 18, 2019	Confirmation statements emailed to employees
Wednesday, November 27, 2019	Corrections to HR Benefits based on enrollment errors