2020 Annual Enrollment will be conducted beginning Monday, October 28 through Friday, November 22, 2019. All elections will be effective January 1, 2020.

Annual Enrollment is the time to:

- Add/delete medical, dental or vision coverage for yourself or your eligible dependents
- Enroll in or make changes to your current employee and/or dependent supplemental life insurance; or voluntary benefits
- Enroll in Medical, Dependent Care, or Premium Flexible Spending Accounts (FSA)
- Dental, Vision, Supplemental Life or Voluntary Benefits enrollment is “PASSIVE,” meaning your current elections will be carried over unless you make an election change.
- FSA (Flexible Spending Account) requires re-enrollment every year.
- Apply for Tuition Exchange scholarship for eligible dependent child for 2020-2021 academic year.

What’s New in 2020?

Open Enrollment materials and 2020 Employee Contributions: will be provided VIA EMAIL on October 28th. During open enrollment, you can refer to the 2020 Benefit Guide or https://my.oxy.edu for employee contribution details.

NEW!!! Medical Carrier: Blue Shield of CA will replace Health Net. Blue Shield of CA will offer two HMO plans and one PPO plan.

Medical enrollment is “MANDATORY,” meaning you MUST actively select a medical plan and enroll yourself and any eligible dependents. Your current medical benefit elections will NOT be carried over unless you make an election. If you do not make an election during this enrollment period, you will be defaulted to Blue Shield of CA Trio HMO plan.

EyeMed benefit enhancements! The frequency of lens/frame will change from every 24 months to every 12 months. In addition, the Freedom Pass benefit is being added where any frame purchased from Target Optical or Sears Optical is available at no cost other than the lens copays.

Medical Enrollment:
You will make medical enrollment elections online. You will receive additional information regarding this at a later time. Stay tuned!

All Other Enrollments (dental, vision, life and voluntary plans):
If you are enrolling, making changes or disenrolling, please complete the appropriate enrollment form and return it to HR by November 22nd.
**Benefit Meetings**

For more information about our **NEW** medical coverage provided by Blue Shield of CA, please attend one of the meetings Blue Shield of CA will be conducting to explain our new medical benefits in greater detail.

**WHEN:**
- Thursday, October 17th and Thursday, November 7th at:
  - 10 a.m. to 11 a.m. (Spanish) – Booth Hall, Room 119
  - 11 a.m. to 12 Noon (English) – Booth Hall, Room 119
  - 12:30 p.m. to 1:30 p.m. (English) – Booth Hall, Room 119
- Wednesday, October 23rd and Thursday, November 14th at:
  - 1 p.m. to 2 p.m. (Spanish) – Morrison Lounge (JSC)
  - 2 p.m. to 3 p.m. (English) – Morrison Lounge (JSC)
  - 3:30 p.m. to 4:30 p.m. (English) – Morrison Lounge (JSC)

**Benefits Fair**

Occidental College Benefits Fair will be held in the Quad on Tuesday, October 22nd from 10 a.m. to 12 p.m. All Oxy benefit vendors will be attending this fair and will be available for you to ask questions or pick up literature regarding their plans. The Kaiser Health Vehicle will also be onsite to provide biometric screening from 9 a.m. to 12 p.m.

**Flexible Spending Accounts**

We offer a Medical Spending Account (MSA), Dependent Care Account (DCA) and Premium Spending Account under the Flexible Spending Account program. These programs allow you to set aside pre-tax money from your paycheck to pay for eligible health care expenses for medical, dental, vision, expenses incurred in taking care of a qualified dependent child or adult so that you can work or external eligible medical, dental and vision premium payments (excluding those made through an employer).

**Enrollment is required each year in order to participate.**

- Medical Spending Account (MSA) - $2,700 annual maximum (subject to change in 2020 per IRS regulations)
- Dependent Care Account (DCA) - $5,000 annual maximum (subject to change in 2020 per IRS regulations)
- Premium Spending Account – no annual maximum limit

Refer to https://my.oxy.edu during the annual Open Enrollment period for more information.

**Tuition Benefits**

Occidental College offers a variety of campus Tuition Benefit Plans. Benefits include:

**Employees** – After 3 years of full time employment, employees can take one class per semester of undergraduate study for a course at Oxy that directly relates to their current job, subject to approval.

**Spouses/Domestic Partners** – Employee must be full-time and dependent receives 50% tuition remission for undergraduate study at Oxy.

**Dependent Children** – After 5-years of continuous full time employment, an employee’s dependent children are eligible to receive 100% tuition remission for undergraduate study at Oxy. The benefit is limited to 4 academic years (8 semesters) after the dependent child meets the regular Oxy admission requirements and is enrolled in a specific degree program.

**Tuition Exchange** – Occidental College participates in the Tuition Exchange Program, which provides national scholarship opportunities for dependent children of employees. Employees must have completed at least five years of continuous full-time service to the College.
What you need to do during Annual Enrollment

1. Log on to the benefit portal (details to follow) and enroll in **medical coverage** for yourself and your eligible dependents. **Enrollment, re-enrollment or waiver of coverage is mandatory for the medical coverage only.**
2. If you wish to continue your current dental, vision, voluntary benefits, or supplemental life enrollment – do nothing.
3. Attend one of the Blue Shield of CA meetings on October 17 or 23; November 7 or 14.
4. Attend Health Fair on October 22nd between 10 a.m. and 12 p.m.
5. Enrollment Form required:
   a. If you wish to contribute to either the Medical Spending, Dependent Care or Premium Spending FSA
   b. If you wish to change current dental, vision, voluntary benefits, or supplemental life elections