DEPENDENT ELIGIBILITY ENDS BENEFIT AID – Endowed

The purpose of this Benefit Aid is to provide you with specific details about the action you may need to take to update your benefits due to your dependent child no longer being an eligible dependent. You have 60 days from the date he/she is no longer eligible to remove and/or make changes to the endowed health, dental, Flexible Spending Accounts, the Legal Plan Insurance and Group Universal Life (GUL) Insurance.

Key Points

- You have 60 days from the date of your dependent child loses eligibility to remove him/her from the endowed health and dental plans.
- Health Insurance effective date: If you make a change to your coverage due to a qualifying event and it falls within a pay period, the effective date is the qualifying event date and the deduction date is the first day of the pay period following the qualifying event. If the qualifying event falls on the first day of a pay period, the effective date is the qualifying event date and deduction date is the first day of the pay period following the qualifying event.
- Dental Plan effective date: If you experience a qualifying event and make a change to your coverage that falls within a pay period, the effective date of coverage and the deduction date for your dental plan is the first day of the pay period following your date of hire. If the qualifying event falls on the first day of a pay period, the effective date of coverage and the deduction date is the same as the qualifying event.
- You may be able to enroll or change coverage levels for Flexible Spending Accounts.
- You have 60 days from the date that your dependent is no longer benefits eligible, to enroll in or cancel coverage in the Legal Plan Insurance.
- You are also eligible to enroll or change Personal Accident Insurance (PAI), Health Savings Account (HSA), NY 529 College Savings, Auto/Home/Pet Insurance, Tax Deferred Annuity Plan (TDA), the 457(b) Plan and/or consider updating your beneficiaries.
- If you need further information please see the Endowed Dependent Eligibility Ends Benefit Aid. You may also contact Benefits Services at (607) 255-3936 or by email at benefits@cornell.edu.

Time Sensitive Changes – Within 60 Days

**HEALTH PLAN (60-DAY DEADLINE APPLIES)**

Your dependent child is no longer eligible to remain covered as a dependent on your health and/or dental plan.

- You need to remove your dependent child from the plan
- For more information on your health and/or dental plans please refer to: https://www.hr.cornell.edu/benefits/health/
Additional Information

- Find Out: Who is eligible?
- Find Out: What is a dependent child?
- Find Out: How does the dual eligibility health rate change?
- Find Out: What do I need to remove my dependent?
- Find Out: How do I obtain a Summary of Benefits and Coverage (SBC)?
- Find Out: What is my Aetna effective date of coverage and deduction date?
- Find Out: What is my dental effective date of coverage and deduction date?

There is more information about the health and dental insurance available [here].

**FLEXIBLE SPENDING ACCOUNTS (60-DAY DEADLINE APPLIES)**

Dependent Care Account

**GROUP UNIVERSAL LIFE (GUL) (60-DAY DEADLINE APPLIES)**

This is a good time to review your coverage under the Group Universal Life (GUL) Insurance.

**LEGAL PLAN INSURANCE (60-DAY DEADLINE APPLIES)**

The Legal Plan Insurance is available to you, your spouse/domestic partner and eligible dependent children.

**Benefits you can change at any time**

You may also be eligible to enroll, or change at any time:

- Auto/Home/Pet Insurance
- Basic Life Insurance Beneficiaries
- Health Savings Account
- New York State 529 College Savings Plan
- Personal Accident Insurance (PAI)
- Retirement Beneficiaries
- Tax Deferred Annuity (TDA)
- 457(b) Deferred Compensation Plan

**Health and Dental Plans**

**WHO IS ELIGIBLE?**

Your dependents can be covered under your plan. You may enroll the following dependents:

- Your dependent children
- Your legal spouse
  - or
- Your domestic partner who meets the criteria set forth in the Statement of Domestic Partnership
WHAT IS A DEPENDENT CHILD?
To be eligible a dependent child must be under age 26, and one of the following:

- Your legally adopted child
- Your biological child
- Your step child
- Your domestic partner’s child
- A child for whom you are responsible under a court order*
- Your grandchild in your court ordered custody*
- Any other child who lives with you in a parent-child relationship,*
- Other children who are chiefly dependent on you and for whom you have assumed legal responsibility in place of the parent also are eligible.*

Note: Children marked with an * above require completion of a Special Dependent Form. https://www.hr.cornell.edu/benefits/health/special_dependent_enrollment_form_revised_10_10.pdf

HOW DOES THE DUAL ELIGIBILITY HEALTH RATE CHANGE?
The Dual Eligibility Category is available to an endowed staff or faculty member with a dependent child(ren) whose spouse or domestic partner is also a benefits eligible staff or faculty member in an endowed unit of Cornell University. When you remove a dependent from your health coverage, if it’s the last dependent child, you are no longer eligible for the dual eligibility health rate. For more information on the Endowed Health Rates, please refer to the following link: https://hr.cornell.edu/benefits/health

WHAT DO I NEED TO REMOVE MY DEPENDENT CHILD? (NO ACTION IS REQUIRED BY YOU)
A dependent child is eligible to be covered under the health and dental plans until December 31st of the year he/she turns 26. The dependent will be removed by Benefit Services from your plan and a COBRA notice will be provided.

WHAT IS MY AETNA EFFECTIVE DATE OF COVERAGE AND DEDUCTION DATE?
If you make a change to your health plan coverage that falls within a pay period, the effective date is the qualifying event date and deduction date is the first day of the pay period following the qualifying event. If the qualifying event falls on the first day of a pay period, the effective date is the qualifying event date and deduction date is the first day of the pay period following the qualifying event. To review examples, please refer to: https://www.hr.cornell.edu/benefits/health/aetna_dates.pdf

WHAT IS MY DENTAL EFFECTIVE DATE OF COVERAGE AND DEDUCTION DATE?
If you make a change to your dental plan coverage that falls within a pay period, the effective date and deduction date is the first day of the pay period following the qualifying event. If the qualifying event falls on the first day of a pay period, the effective date and the
deduction date is the date of the qualifying event. For more information and to review examples, please refer to: https://www.hr.cornell.edu/benefits/health/dental_eye.html.

**How do I obtain a Summary of Benefits and Coverage (SBC)?**

The Summary of Benefits and Coverage (SBC) is a standardized comparison document that is required by the Patient Protection and Affordable Care Act (PPACA). All insurance plans are required to produce SBCs based on a uniform template.

The purpose of an SBC is to give people straightforward information about a health insurance plan’s benefits. It is meant to help consumers compare plans and make appropriate coverage decisions. There are also cost sharing examples to assist in your understanding of plan benefits. One example is for the delivery of a baby and a second on managing diabetes. https://hr.cornell.edu/benefits/health/end_sbc.html

**Flexible Spending Account: Dependent Care**

- Children age 13 and over are not eligible to participate in the dependent care account. You have 60 days from the date your child turns age 13 to stop contributions;
- If the change to the account will occur between October and December, please contact Benefit Services at (607) 255-3936 or via email at benefits@cornell.edu for advice on how to proceed with the change to the account.

**General Plan Information**

- The dependent care account is money that you set aside on a pre-tax basis for day care expenses for child(ren) under the age of 13 who are your tax dependents.
- The maximum annual amount that you can set aside on a pre-tax basis is $5,000 per household.
- If you have received a child care grant, you must take the grant amount into consideration when you enroll (e.g., $4,000 grant award and your payroll contributions of $1,000 must not exceed $5,000 annual dependent care maximum).
- Cornell University’s Child Care Grant Program helps faculty and staff pay for child care expenses by granting awards of up to $5,000 a year, tax-free. Child Care Grant information can be found at: https://hr.cornell.edu/life/support/child_care_grant.html
- You must enroll each year; enrollment does not continue from year to year.
- This is a use-it-or-lose—it account – this means that if you do not use the money in your account during the plan year that you lose it.
- Additional information and plan booklet can be found at: https://hr.cornell.edu/benefits/fsa.html

**Group Universal Life**

If you have child coverage, the dependent child who is losing the coverage, may continue with a policy of his/her own. The policy may equal up to 5 times what their original amount was ($2,000 - $10,000 in $2,000 increments). This conversion must be done within 90 days of becoming ineligible in order to avoid medical underwriting. Rates for a former dependent
child are higher. Please contact CIGNA Group Insurance, 1-800-231-1193 to review the rate structure. If this is the last child to be covered under the child coverage, you will want to notify CIGNA to terminate the coverage and stop the deductions.

You may need to review your beneficiary designations. You can access the Cigna Trusted Advisor to make beneficiary changes via Workday >Benefits> Life Insurance – active.

Legal Plan Insurance
- Enrollment in the Legal Plan provides affordable, flexible legal coverage associated with the cost of attorney fees. Coverage includes spouses/domestic partners and eligible dependents. To enroll via Workday >Benefits>Legal Plan Insurance.
- If you wish to cancel this coverage, please call 1-800-247-4184.

Auto/Home/Pet Insurance
If you have coverage through Mercer Voluntary Benefits, you may want to contact them to adjust your policy. You can access the Mercer website to make these changes via Workday>Benefits>Auto/Home/Pet Insurance.

Basic Life Insurance Beneficiaries
You may need to review your beneficiary designations. You can access the Cigna Trusted Advisor to make beneficiary changes via Workday>Benefits> Life Insurance – active.

Health Savings Account (HSA)
You may enroll or change your contribution to the Health Savings Account at any time. The HSA includes a health savings account and a high deductible health plan administered by Aetna. You are able to change your contributions to the health savings account at any time. (This is not the same as Cornell’s Flexible Spending Accounts and requires enrollment in the Health Savings Account Health Insurance plan).
https://www.hr.cornell.edu/benefits/health/

New York’s 529 College Savings Program
You may open a College Savings Program for your dependent children at any time. Payroll deduction for this plan is also available. To enroll via Workday>Benefits> New York’s 529 College Savings Program. Once you’ve enrolled, use the Payroll Electronic Deposit Authorization Form to request payroll deduction:
https://www.hr.cornell.edu/benefits/education/college_savings.html

Personal Accident Insurance (PAI)
If you have child coverage, there is no option for the dependent child who is losing coverage, to obtain their own policy. Coverage would cease as of the date they are ineligible. If this is the last dependent child to be covered, you will want to contact CIGNA
to cancel the policy and stop the deductions. You can access the Cigna Trusted Advisor to make these changes via Workday >Benefits> Personal Accident Insurance (PAI).

**Retirement Plan Beneficiaries**
Contact the retirement plan investment vendors to update your beneficiaries:
- TIAA-CREF: 800-842-2776
- Fidelity Investments: 800-343-0860
- Voya: 800-677-4636
- MetLife: 800-560-5001
- VALIC: 800-448-2542

**Tax Deferred Annuity (TDA) Plan**
You may enroll or change your participation in the Tax Deferred Annuity Plan any pay period. If you are already enrolled, you can change your contribution amount and/or the investment vendor. If you are not enrolled and want to start making contributions, then you need to elect the amount of your contribution and investment vendor and funds. Contributions are subject to IRS limits and may change each calendar year. For more information on the TDA Plan, refer to: [https://hr.cornell.edu/benefits/retirement/tda.html](https://hr.cornell.edu/benefits/retirement/tda.html)

**457(b) Deferred Compensation Plan**
You may enroll or change your participation in the 457(b) Plan any pay period if you meet the eligibility requirements (for higher-paid employees). If you are already enrolled, you can change your contribution amount. If you are not enrolled, then you will need to elect the amount of your contribution and set up your account with the investment vendor, TIAA-CREF. Contributions are subject to IRS limits and may change each calendar year. TIAA-CREF’s microsite for enrollment and contact information can be found in Workday under External links or here: [https://www.hr.cornell.edu/benefits/retirement/tda.html](https://www.hr.cornell.edu/benefits/retirement/tda.html)