



2022 Annual Enrollment Is Happening Now!

Enroll in Benefits October 18 – November 2, 2021.

Annual Enrollment: It's your once-a-year opportunity to change your benefit elections for the coming year, unless you have a qualifying life event, such as getting married or having a child.

That's why it's important that you review all enrollment materials carefully before electing your benefits for 2022. We've made a few changes to your benefits and coverage costs. Before you enroll, make sure you understand how your benefits are different in 2022.

Need assistance or don't have access to a computer to complete enrollment?

This year, Benefit Services is providing office hours for people to drop in and use available laptops and/or get assistance.*

Location: 415 W. 6th Street, HR Main Conference Room

- Friday, October 22, 2:00 – 4:00 p.m. (PT)
- Monday, October 25, 9:00 – 11:00 a.m. (PT)
- Friday, October 29, 11:00 a.m. – 2:00 p.m. (PT)

* Some adjustments may be made, depending on COVID-19 restrictions.

24/7 Enrollment Help

Missed the Annual Enrollment and vendor webinars? Visit the **[Virtual Benefits Fair](#)** on our website to view recordings of webinars that can help you better understand your benefits.



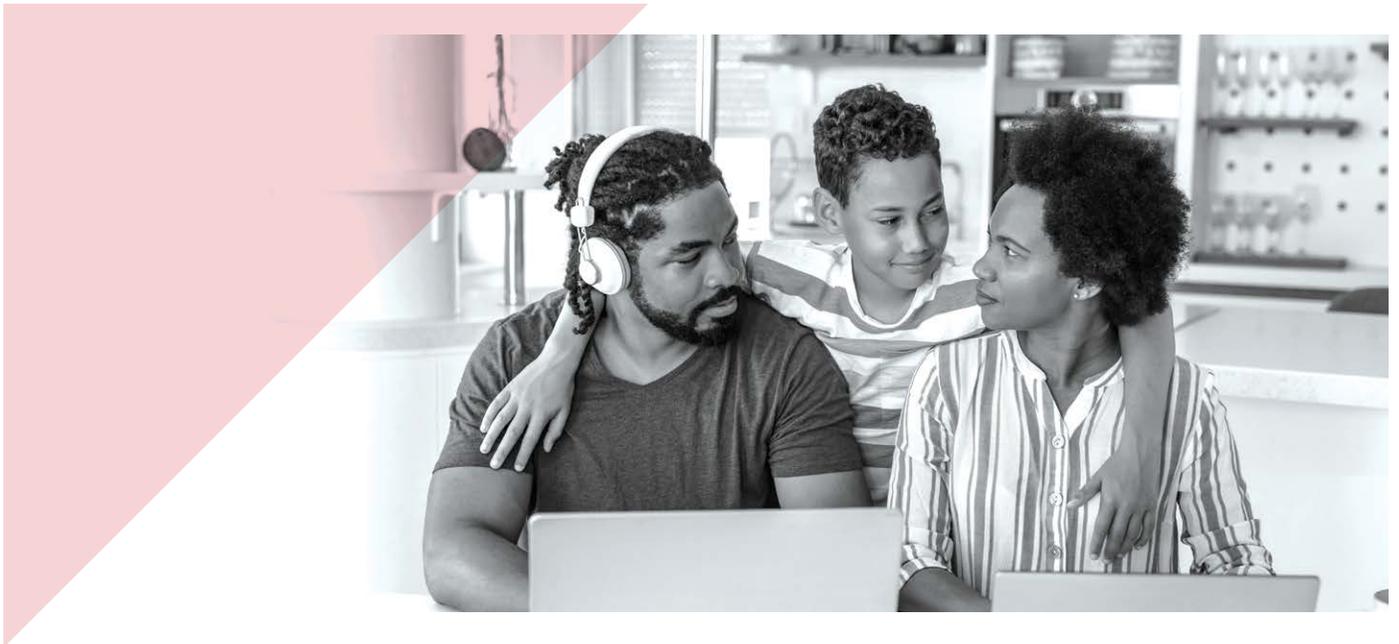
Changes to Your Benefits in 2022

We're committed to offering competitive benefit programs that give you the choice, protection and security you and your family need. We review our benefits program every year to ensure we continue meeting this commitment to you. The following changes to your University of Idaho benefits will be effective January 1, 2022:

- Medical plan rates will increase for the Standard PPO Plan and the High Deductible Health Plan. Check the [**2022 Annual Enrollment webpage**](#) for details.
- Standard PPO annual prescription drug cost-share maximums will increase. The prescription drug cost-share maximum will be \$4,250 for single coverage and \$8,500 for family coverage.

Review the [**2022 Benefits Guide**](#) for a comprehensive overview of all your benefits.

If you have questions, please contact UI Benefit Services at **1-208-885-3697** (within Idaho), **1-800-646-6174** (outside Idaho) or [**benefits@uidaho.edu**](mailto:benefits@uidaho.edu).



Enroll on VandalWeb Now!

Annual Enrollment is available now through **VandalWeb**.
To access and save or print your current (2021) elections:

- Log in to **VandalWeb** and click/tap the **Employee Menu** tab.
- Click/tap **myBenefits**.
- On the landing page, you'll see a summary of your current elections.
- Click/tap **View all** for details, or click/tap **Quick actions** for a list of shortcuts.
- Click/tap **View My Elections** for your elections history.
- From the **myElections History** page, tap **Print** or **Save** for a copy of your current elections.

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Enroll Early for a Chance to Win a Great Prize!

You have a chance to win a gift card for the VandalStore or another great prize. If you enroll during the first week of Annual Enrollment (October 18–24), you will be entered into the first drawing. The second drawing will include all employees who enroll during the first two weeks (October 18–31). This means that if you enroll during the first week of Annual Enrollment, you will have at least **TWO** chances of winning!

Your Wellbeing Matters:

Three Benefits to Use in 2022



The University is committed to providing you with benefits and resources that address your total wellbeing. In 2022, you'll have three new programs that you can use anytime to take care of yourself. Plus, your dependents can use the programs, too.

Wondr Takes the Guessing Out of Being Healthy

Want something simple to help you look and feel your best? Wondr™ makes it easy to live healthier and happier. Wondr is a digital health program that helps people take control of their physical health by making lasting changes to improve their whole wellbeing—and it's available to you at no cost, if you're eligible. Your spouse or domestic partner and adult dependents age 18 and older who are enrolled in a Blue Cross of Idaho medical plan may also be eligible.

Interested in Learning More?

Visit www.wondrhealth.com/UofI to learn more about this program, view eligibility criteria, and enroll early in an upcoming session.

On-the-Go Cognitive Behavioral Therapy

In addition to your Employee Assistance Program (EAP), the University provides a convenient, virtual mental health benefit. AbilitiCBT is a great solution to the challenges and barriers associated with traditional, in-person cognitive behavioral therapy, such as high cost, lack of access, and little or no time for an in-person session. You and your dependents over age 18 can access AbilitiCBT for free, whether you participate in a University-sponsored medical plan or not.

With AbilitiCBT, you have therapist-assisted guidance delivered through a secure mobile app or website to help you work through:

- Anxiety
- Depression
- Insomnia
- Pain management
- Pandemic-related concerns and anxiety

Access AbilitiCBT's educational resources, including videos and assignments designed to help you build skills. A therapist will continually review and oversee your goals to support you in reaching them.

Get Started on January 1

1. Download the app on the [App Store](#) or [Google Play](#).
2. You'll fill out an online questionnaire and have a consultation by phone or video with a therapist, who will outline a plan for you.
3. Your therapist will track and monitor your programs, and you'll have scheduled check-ins along the way to help you stay committed to your goals.

Get Cancer Support with New Voluntary Benefit

The Cancer Guardian program offers you, your spouse and your adult children incredible support by real people, in real time, if you're dealing with a cancer diagnosis or you're at high risk for it. When you purchase the Cancer Guardian program, you'll have:

Support from day one: Speak with an oncology specialist via the Cancer Information Line. Your specialist can help with cancer-related questions, concerns, risk-mitigation strategies and caregiving guidance.

Dedicated support: If you're diagnosed with cancer, a dedicated Cancer Support Specialist (CSS) is assigned to you to provide practical, emotional and clinical support.

Expert pathology review: Ensure you're receiving a correct diagnosis by having an expert second opinion review your case.

Nurse advocate by your side: If you're diagnosed with cancer, an oncology nurse advocate can accompany you to a medical appointment to provide support and guidance.

Hereditary screening: Better understand your genetic risk for certain hereditary cancers and cardiovascular diseases, and learn about additional habits you can adopt as part of your preventive planning. Plus, your immediate family members can be tested if you have a positive result on your hereditary genetic test.

Watch the Daily Register and check your email inbox from now through January 1 to learn more and join the program.

Ask the Expert: Qualifying Life Events



When big moments happen in your life, your University-sponsored benefits are there to accommodate you.

Q What is a qualifying life event?

A A qualifying life event is a big life-changing event: marriage, divorce, a new family member, loss or gain of other coverage, and more. Since these events are milestones, they're the only occasions outside of Annual Enrollment when you can make changes to your benefits and/or the dependents you cover.

Q What should I do if I experience a qualifying life event?

A Act quickly! You only have 30 days from the date of the event (or 60 days for the birth or adoption of a child) to complete the change and provide required documentation. Just log in to myBenefits through [VandalWeb](#), select the event and follow the screens to modify your coverage as needed.

Q Do I need to submit any documents to change my coverage after a qualifying life event?

A Yes, and it must be uploaded to myBenefits within 30 days of the date of the event (or 60 days for the birth or adoption of a child).

- **Spouse:** marriage certificate and proof of financial interdependency
- **Newborn or adopted child:** birth or adoption certificate
- **Divorce:** divorce decree

Contact Benefit Services for assistance with the documents required to change your coverage before time runs out.

Q Can I change my coverage if I'm expecting a qualifying life event?

A No, the event must have already happened. For example, if you're expecting a child, you must wait until your child's birthdate—due dates don't count as qualifying life events.



What to Do If You're Waiving Coverage

If you don't want University-sponsored medical and prescription drug coverage for 2022, you must provide proof of other coverage—even if you waived coverage in 2021!

Provide proof of other coverage by uploading it to myBenefits through **VandalWeb** by January 31, 2022. **This is a requirement EVERY year.** Proof includes a copy of your medical ID card from the other plan that covers you, or a letter from your spouse's employer or insurance carrier stating that you're covered.

If you're a part-time or non-Board-appointed employee, or if you're an employee who becomes eligible for medical/prescription drug coverage under the Affordable Care Act, you aren't required to prove other coverage to the University.

If your spouse is also a University employee and you want to be covered under his/her plan, complete your Annual Enrollment event by selecting **Waive Coverage**. Then, let us know by email at benefits@uidaho.edu. Include your spouse's full name, your Vandal ID and your spouse's Vandal ID in the email. No other documentation is needed.

If you are a full-time employee and don't waive coverage and provide proof of other coverage for 2022, **you'll automatically be enrolled in employee-only coverage under the High Deductible Health Plan with Health Savings Account option.**

Don't Forget to Designate Your Beneficiaries

It never hurts to plan ahead. Tell us where to send your retirement funds and/or life insurance benefit if something happens to you. During the enrollment process through VandalWeb, you'll see a step to add beneficiaries.



2022 Health Savings Account Limits

The amount you can contribute to your Health Savings Account (HSA) is increasing for 2022:

- Employee-only coverage: \$3,650 (\$50 increase from 2021)
- Family coverage: \$7,300 (\$100 increase from 2021)

The contribution maximums, set by the IRS, include your contributions and the University's matching contributions. The University's matching contributions will not change for 2022: 50 cents on the dollar, up to a maximum of \$500 for single coverage and \$1,000 for family coverage. If you will be age 55 or older in 2022, you can also make an additional \$1,000 catch-up contribution to your HSA (in addition to the IRS HSA maximum contribution amount).

Your First Annual Enrollment? Don't Stress, We Have You Covered.

There's a lot to wrap your head around when you're a new employee.

We try not to make benefits another hurdle. In addition to the Annual Enrollment meetings, come join us at a Benefits Orientation. We'll walk you through everything you need to know about your benefits as a new Vandal.

[Register here!](#)



UI Benefit Services

benefits@uidaho.edu

Within Idaho: 1-208-885-3697

Outside Idaho: 1-800-646-6174

UI Benefit Services Staff

- Brandi Terwilliger
Director
Human Resources
brandit@uidaho.edu
1-208-885-3008
- Kayla Lantgios
Benefits Specialist
kaylae@uidaho.edu
1-208-885-3080
- Arlette Jameson
Benefits Specialist
ajameson@uidaho.edu
1-208-885-3100
- Kim Ridle
Benefits Specialist
kridle@uidaho.edu
1-208-885-3616
- Mindi Wood
Benefits Specialist
mnwood@uidaho.edu
1-208-885-3889

UI Benefits Website

www.uidaho.edu/benefits

- View plan documents for core benefits
- Learn about the UI education benefit for employees, spouses and dependents
- Find retirement resources, information and links
- Register for orientation events
- Access wellness program and employee assistance resources
- Understand leave and time-away-from-work benefits
- Find frequently used forms and FAQs