Benefits Enrollment

Enroll in and manage your benefits elections.

Qualifying Life Events

If you’ve experienced one of the events below, you may qualify to change your benefits outside of the traditional enrollment period. For example, you may add or remove dependents, or change your plan elections. Click the events below for information about how your benefits may be impacted.

**Important:** Some variations exist between endowed and contract college qualifying events regarding timelines and other details. Check these guides first: [Endowed Qualifying Events](#) or [Contract College Qualifying Events](#)

- Initial Hire: [Endowed](#) / [Contract College](#)
- Marriage / Domestic Partnership
- Divorce / Dissolution of Partnership
- Birth / Adoption / Legal Custody of Child
- **Death of dependent**
- Reduction in hours to below 50% time employment
- Retirement
- Termination
- Transfer to/from Endowed to Contract College
- **Leave of absence without pay**
- Gain/Loss of coverage

Other Life Events

Life changes such as the following may impact your benefits, but don’t qualify as an opportunity to enroll in or make changes to your enrollment elections.

- Moving: Be sure to change your address in [Workday](#), as well as with your [benefit vendors](#). If you are moving to another county, you may want to select a new primary care physician.
- Layoff
- Certain leaves of absence

Anytime Enrollment

The following benefits are available for enrollment year-round.

- [Auto /Home / Pet Insurance](#)
- Personal Accident Insurance
- Cornell Recreation Membership
- [Tax-Deferred Annuity Plan](#)

►Endowed Annual Open Enrollment

November 1 - 19, 2018
Endowed benefits open enrollment takes place once a year, typically during November. During this time, you can enroll in or make changes to your benefits. For example, you can enroll in a health plan, change from one plan to another, or enroll in a flexible savings account. Benefits elections become active January 1 following your enrollment.

**Important:** New enrollment or modifications to your enrollment can only be made during the open enrollment period, or in the case of a qualifying life event (see below).

>合同大学年度选项转换

**December 18, 2018 - January 18, 2019**

如果您的合同大学福利，您的注册期（称为选项转换）将与纽约州员工同时在11月至12月期间进行。人力资源与过渡中心将为您提供有关健康保险计划变化和费率的信息。在此期间，您可以：更改计划；从家庭保险转换为个人保险；或自愿取消您的健康保险；或在灵活储蓄账户中注册（您必须每年注册）。选项转移期在纽约州公共服务部门宣布健康费率时开始。

**Important:** Changing health plans, changing from family to individual coverage or canceling health insurance coverage can only be made during the option transfer period, or in the case of a qualifying life event (see below).

>法律保险年度开放注册

**November 1 - December 31, 2018**

法律保险适用于所有符合条件的受薪者和合同大学员工。注册或取消仅在年度开放注册期间或在遇到合格的生命事件时进行，并直接与供应商（即，不在Workday）协商完成。有关法律保险的更多信息。