Endowed Open Enrollment starts less than two weeks from now and we have some good news to share ... (keep reading!)

In the next pages we’ve included important information for your 2021 Open Enrollment:

Page 1: Open Enrollment period and next steps

Page 2: Virtual Benefair Week - dates and presentations
Aetna Health Plan renewals for 2021
MetLife Dental Plan renewals for 2021
Davis Vision Plan renewal for 2021
ARAG Legal Insurance renewal for 2021

Page 3: Health Savings Account renewal for 2021
2020 FSA and 2021 FSA information - You MUST re-enroll for FSA each year!

Endowed Open Enrollment 2021 – Dates and Deadlines

Open Enrollment is the time of year when you can make certain changes to your health, dental, and vision plans to be effective the following January 1st. Visit our Endowed Open Enrollment webpage for a quick reference to all that you should know about Open Enrollment. Then, use the Workday Decision Enrollment Guide worksheets and step-by-step instructions to determine any changes you’d like to make in Workday before the deadline.

- 11/2, 10am EST, your Workday Open Enrollment event will open
- Open Enrollment OPENS on Monday, 11/2
- Open Enrollment Closes on Tuesday, 11/24, 4pm EST
Virtual Benefair Week – Dates and Presentations

Our annual Benefair events are an excellent way for you to better understand the wealth of benefits available to staff and faculty. This year, we are expanding the Fair to a whole week – and making it all virtual - allowing you to attend multiple presentations and to connect with benefits representatives and vendors online, to learn about all that is available to you.

COMBINED ITHACA AND NYC BENEFAIR WEEK IS: MONDAY, NOVEMBER 2 TO FRIDAY, NOVEMBER 6

Presentations/Information online:
- Aetna Health Plans
- Optum Rx Prescription Drug Program
- MetLife Dental
- Davis Vision
- PayFlex – Flexible Spending Accounts
- CIGNA Life Insurance
- and more...

Schedule of Benefair Presentations

Aetna Health Plans – No Change in Contributions!

For 2021, we are pleased to announce that while Cornell’s health plan expenses have increased at ~7.2% (within the national average of 6-8%), we will HOLD STAFF CONTRIBUTIONS at their 2020 levels, with no increases for you in 2021.

MetLife Dental Plans – No Change in Contributions!

For 2021, we are pleased to announce that there are no changes to MetLife dental plans or coverage, and no increases to MetLife dental plan premiums or contributions in 2021. If enrolled, you will continue to pay the same level of contributions as in 2020!

Davis Vision Plan – No Change in Contributions!

For 2021, we are pleased to announce that there are no changes to the Davis Vision plan or coverage and no increase to Davis Vision plan premiums or contributions in 2021. If enrolled, you will continue to pay the same level of contributions as in 2020!

ARAG Legal Insurance – No Change in Contributions!

Open Enrollment for Legal Insurance runs from November 2, 2020 to December 31, 2020, for an effective date of January 1, 2021. We are pleased to announce that there are no changes to the coverage offered or premiums for 2021!
Health Savings Accounts (for those in the Aetna HSA health plan)

2021 CONTRIBUTION LIMIT INCREASE
- For 2021 HSA plan participants, the contribution maximums will increase from $3,550 to $3,600 for individuals and from $7,100 to $7,200 for families.
- The Cornell contribution for 2021 remains at $1,000.

Flexible Spending Accounts

2020 MEDICAL CARE FSA – CLOSING OUT THIS YEAR’S ACCOUNT
- 2020 accounts are for expenses for services received on or before Thursday, December 31, 2020; you may submit claims for 2020 services up until 4/30/2021.
- If you have a balance as of December 31, 2020, and still have a balance after all of your 2020 eligible expenses have been submitted, up to $550 of your 2020 balance will be rolled into a 2021 account in spring 2021. Remaining money in your 2020 account (exceeding $550) as of 12/31/2020 will be forfeited.

2020 DEPENDENT CARE FSA – CLOSING OUT THIS YEAR’S ACCOUNT
- You may incur expenses from 1/1/2020 – 3/15/2021 to be eligible for reimbursement from your 2020 account.
- The claims deadline to submit claims for 2020 dependent care expenses is 4/30/21.

WANT A MEDICAL OR DEPENDENT CARE FSA IN 2021?
YOU MUST ENROLL EACH YEAR:

If you want a Medical Care or Dependent Care FSA in 2021, you MUST re-enroll in Workday during Open Enrollment! Use the Workday Decision Enrollment Guide worksheets and step-by-step instructions to make your FSA elections in Workday before the deadline.

We hope that you have found the information in this letter helpful.

Please join us at this year’s Virtual Benefair Week, and visit us for more information here.

We remain dedicated to providing high quality service to you, throughout Open Enrollment, and in 2021, whether virtually or in-person.

Gordon L. Barger, and your Benefit Services & Administration Team