Endowed Open Enrollment starts in one week -
Here’s a “sneak peek” ... (keep reading!)

No changes to medical, dental, and vision coverage.
Small increases to medical and dental contributions.

In the next pages we've included important information for your 2022 Open Enrollment:

Page 1: Open Enrollment period and next steps
Page 2: Virtual Benefair Week - dates and presentations
Aetna Health Plan renewals for 2022
MetLife Dental Plan renewals for 2022
Page 3: Davis Vision Plan renewal for 2022
ARAG Legal Insurance renewal for 2022
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2021 FSA and 2022 FSA information - You MUST re-enroll for FSA each year!
Page 4: Group Universal Life Announcement for 1/1/2022
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Endowed Open Enrollment 2022 – Dates and Deadlines

- Open Enrollment OPENS on Monday, 11/01
- **Open Enrollment CLOSES on Wednesday, 11/24, 4pm EST**

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 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.
Virtual Benefair Week – Dates and Presentations

Our annual Benefair events are an excellent way for you to better understand the wide array of benefits available to faculty and staff. This year, as in 2020, we are expanding the Benefair 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. And the presentations will be recorded for you to watch later!

COMBINED ITHACA AND NYC BENEFAIR WEEK IS: MONDAY, NOVEMBER 8 TO FRIDAY, NOVEMBER 12

Presentations/Information will be provided by:
- 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 (will be posted November 1)

Aetna Health Plans – No Plan/Coverage Changes; Small Cost-Share Increase

For 2022, we are pleased to announce that there are no changes to the coverage/benefits under these plans. While Cornell’s health plan expenses have increased at ~7% for next year (within the national average of 6-8%), we will limit staff contribution increases to ~2% for 2022. Depending on the level of coverage elected, the dollar impact for each plan is: CPHL plan, costs will increase $1-$9 per month; HSA Plan, costs will increase $1-$6 per month; Weill Cornell Plan, costs will increase $2-$13 per month. As a reminder, Cornell did not pass on any increases in costs for 2021, and continues to pay ~90% of individual coverage costs and ~75% of dependent coverage costs.

MetLife Dental Plans – No Plan/Coverage Changes; Small Increase in Premiums

For 2022, we are pleased to announce that there are no changes to the coverage/benefits under the two dental plans. Unfortunately, however, while COVID did limit some services in 2020 and early 2021 (you’ll recall there was a contribution refund in 2020), utilization in the dental plans has returned to very high levels in 2021, and that is projected to continue through 2022. Due to this increased usage and higher billed costs, MetLife has notified us that they must increase insured dental premiums by ~4% in 2022. Depending on the level of coverage elected, the dollar impact for each plan is: Standard Plan, costs will increase ~$1-$3.50 per month; Dental Plus Plan, costs will increase ~$1.60-$5.40 per month. NOTE: Cornell has negotiated in advance that for 2023, premiums cannot increase more than 5%.
Diversity and Inclusion are a part of Cornell University’s heritage. We are a recognized employer and educator valuing AA/EEO, Protected Veterans, and Individuals with Disabilities. We also recognize a lawful preference in employment practices for Native Americans living on or near Indian reservations.

Davis Vision Plan – No Plan/Coverage Changes; No Increase in Contributions for 2022 or 2023!

For 2022, we are pleased to announce that there are no changes to the Davis Vision plan or coverage and that a rate guarantee remains in place through 2023. If enrolled, you will continue to pay the same level of contributions for 2021, 2022 and 2023!

ARAG Legal Insurance – No Change in Coverage and No Change in Contributions!

A separate Open Enrollment for Legal Insurance runs from November 1, 2021 to December 31, 2021, for an effective date of January 1, 2022. We are pleased to announce that there are no changes to the coverage offered and no change in the voluntary contributions for 2022!

Health Savings Accounts (for those in the Aetna HSA/high deductible health plan)

2022 CONTRIBUTION LIMIT INCREASE

- For 2022 HSA plan participants, the contribution maximums will increase from $3,600 to $3,650 for individuals and from $7,200 to $7,300 for families.
- The Cornell contribution for 2022 participants continues to be $1,000.

Flexible Spending Accounts

2021 MEDICAL CARE FSA – CLOSING OUT THIS YEAR’S ACCOUNT

- 2021 accounts are for expenses for services received on or before Friday, December 31, 2021; you may submit claims for 2021 services to PayFlex up until 4/30/2022.
- If you have a balance as of December 31, 2021, and still have a balance after all of your 2021 eligible expenses have been submitted, up to $550* of your remaining 2021 balance will be rolled into a 2022 account by March 2022. Remaining money in your 2021 account (exceeding $550*), after all eligible claims have been paid, will be forfeited.

*PLEASE NOTE: The COVID exceptions in 2021 to rollover entire balances and to allow you to make mid-year 2021 account changes expires on 12/31/2021. The above rollover limit of $550 reflects a return to routine rollover amounts, and the information is accurate as of this mailing. It is likely that this figure will be adjusted slightly higher for 2022, but until it is officially announced, we must operate under the current rollover rules. As soon as Cornell receives any official IRS announcement, we will notify faculty and staff.

2021 DEPENDENT CARE FSA – CLOSING OUT THIS YEAR’S ACCOUNT

- You may incur expenses from 1/1/2021 – 3/15/2022 to be submitted for reimbursement from your 2021 account.
- The claims deadline to submit claims for 2021 dependent care expenses is 4/30/22.
PLEASE NOTE: The COVID exceptions in 2021 to extend dates of service and to allow you to make mid-year account changes expires on 12/31/2021. The above dates of service deadlines reflect a return to routine dependent care account processing, and the information is accurate as of this mailing. Should Cornell receive any official IRS announcement regarding a change to 2022 rules (not expected, but if applicable), we will notify faculty and staff.

2022 FLEXIBLE SPENDING ACCOUNT ENROLLMENT - YOU MUST ENROLL EACH YEAR!

If you want a Medical Care or Dependent Care FSA in 2022, you MUST enroll or 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 November 24th deadline.

PLEASE NOTE: At this time, the IRS has not announced the 2022 contribution limits for FSA accounts. Therefore, we must use the current 2021 limits: you may contribute up to $2,750 to a Medical Care FSA in 2022 and up to $5,000 (per household) to a Dependent Care FSA in 2022. When Cornell receives official notice from the IRS regarding the 2022 contribution limits, we will notify faculty and staff.

Voluntary Group Universal Life (GUL) Policies

While not normally a topic for Endowed Open Enrollment, we did wish to share important news for participants of CIGNA Group Universal Life (GUL) policies. CIGNA has informed us that they must implement a January 1, 2022 premium increase for all voluntary GUL policies. Current policyholders will receive individual notifications from CIGNA detailing the age-based formula change and the resulting increase in cost, per thousand dollars of coverage. CIGNA will provide opportunities for participants to lower or cancel their coverage amounts if they do not wish to pay higher costs.

Please also note that the CIGNA insurance division has been acquired by New York Life Insurance. All policies and terms remain the same, but you will begin to see the use of the New York Life Insurance name on future correspondence and webpages. The increase in premiums is NOT associated with this acquisition; it is based on the claims/utilization of these policies over the past five years.
**Customer Service and Our Commitment to You**

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

Please plan to join us at this year’s [Virtual Benefair Week](#), or watch the recorded presentations afterwards.

While we remain dedicated to providing high quality service to you, our office continues to experience an extraordinarily high volume of phone calls and emails each day. We are attempting to address this volume by allocating additional temporary staff support but are still challenged in our ability to return calls/emails as quickly as we would like. We do appreciate your patience and understanding.

Throughout Open Enrollment, we encourage you to review the resources available on our Open Enrollment webpages and on Workday’s Open Enrollment screens (see various resource links throughout this email). There will be much valuable information available on these webpages/screens that may be able to address your questions in a more timely manner than we can, due to our current volume of emails and phone messages.

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