

IT'S BENEFITS ENROLLMENT TIME!!!!

AFSCME Part-Time Food Service Employee Benefits:

Open Enrollment Dates: December 4 – December 11, 2017

Period of Coverage Dates: January 1 – December 31, 2018

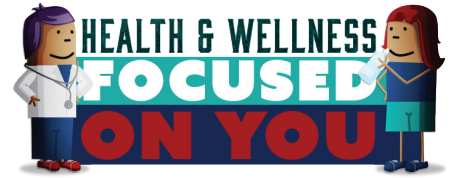
AFSCME will proceed with the enrollment pending union ratification and Board approval.

- **If you do not re-enroll during this Open Enrollment period the following will occur:**

- ✓ Your current healthcare coverage will continue; premiums will remain the same. Plan design changes will automatically be adjusted.
- ✓ Your dependent(s)' healthcare coverage will continue; premiums will remain the same. Plan design changes will automatically be adjusted. You and your dependent(s) must be enrolled in the same healthcare plan.
- ✓ If you are opting out of healthcare, this election will continue and you will have to submit proof of other group or state-funded healthcare coverage.
- ✓ Yours and your dependent(s)' flexible benefits will continue, premium changes will automatically be adjusted.
- ✓ If you are being deducted the spouse/domestic partner annual surcharge of \$500, the deductions will continue. The annual surcharge will be deducted on a bi-weekly basis according to your pay schedule.

- **Dependent Coverage**

- ✓ You can add your eligible dependent during this enrollment period and you will have to submit dependent documentation for each dependent.
- ✓ If you are covering your dependent, you must indicate your dependent's social security number and provide documentation of proof of eligibility, if not previously submitted. If not your dependent coverage may be terminated.
- ✓ You can terminate your dependent coverage, but you will not be able to re-enroll the dependent until the next Open Enrollment provided you have maintained your enrollment in a School Board sponsored healthcare plan. You can add a dependent throughout the year if experiencing a qualifying change in status event.



- **Termination of Employment**

- ✓ If you are no longer employed by the School Board, you will be provided the opportunity to continue your benefits in accordance with the Federal COBRA Law. You will be provided the ability to continue your medical, dental and/or vision plan if active and paid up to date at the time of termination.
- ✓ Should employment terminate during the last month of the school year, coverage will cease at the end of the calendar month in which your employment terminates. Benefits will remain in effect through August 31st.