



UNIVERSITY OF ARKANSAS

Human Resources Annual Benefits Enrollment

UA Health, Dental & Vision Open Enrollment
10/25/2021-11/12/2021

NO LATE ENROLLMENTS ACCEPTED
All changes must be completed by **11/12/2021**

View your current Benefits elections:
Log onto Workday, select **Benefits**
then select **View Benefit Elections**

Summary of Changes Effective 1/1/2022

Tobacco Attestation and Wellness Incentives

- To qualify for Wellness Incentives during the 2022 calendar year, you need to meet the following requirements:
 - Complete the Tobacco Attestation and Notice through Workday **during** Open Enrollment.
 - The attestation must be completed annually.** Employees who are non-tobacco users must also complete the attestation to avoid the \$50 monthly surcharge (\$66.67 per month for 9-month employees).
 - Non-users pledge to remain tobacco-free; tobacco users must commit to enroll in and complete a tobacco cessation program in 2022.
 - For the 2022 year, the Wellness Exam requirement that was due by 10/31/2021 has been waived.

Health and Vision Plan Changes

- Premier Plan premiums will increase by 4%.
- If you are covered under the Premier Plan or the Classic Plan, you will pay a \$350 co-pay for emergency room visits plus deductible and co-insurance. The Co-Pay is waived if you are admitted.
- Advanced imaging co-pays for Classic and Premier plan will increase by \$50.
- Outpatient Surgery co-pays for Classic will increase \$10 and for Premier will increase \$5.
- The individual deductible for Classic & Premier Plans will increase by \$100 and the family deductible will increase by \$200.
- Information on premiums for 2022 is available at uasys.edu/benefits under the "Health & Wellness" tab
- Vision Plan will move from Superior Vision to EyeMed vision insurance effective 01/01/2022.

Optional Life and Short Term Disability

- Optional Life and Optional Short Term disability rates will decrease effective October 1, 2021.
- Additional optional life coverage will be available without Evidence of Insurability during open enrollment for up to 3x annual salary or \$500,000 whichever is less.

FSA & HSA Changes

- Annual enrollment required for FSA.** If you are currently enrolled in a FSA, you must re-enroll your options.
- FSA contribution limit for individuals will remain **\$2,750*** tax-exempt per person.
- Maximum contributions to a dependent care FSA will be **\$5,000***.
*FSA limits are set by the IRS and are subject to change per their guidelines.
- HSA contribution limits have increased to:
 - Individual: **\$3,650**; Family: **\$7,300**.
 - \$1,000** additional contribution for participants 55 and older (includes University contributions).
- Remember, you can only enroll in an HSA if you enroll in the Health Savings Plan.**

Catastrophic Leave Drive

- Human Resources is conducting a donation drive for the Catastrophic Leave Bank during Open Enrollment.
- Donations must be made in **1-hour increments** and there is no limit on the number of hours that may be donated; however, a donation cannot be accepted if it reduces the donor's combined sick and annual leave balance to less than **80 hours**.
- To donate, forms are available at hr.uark.edu under the **Benefits** tab on the **Catastrophic Leave** page.
- Completed donation forms should be submitted to Human Resources Leave at hrleave@uark.edu.

How do I enroll or make changes?

Enrollments and changes to Flexible Spending and Health, Dental and Vision Insurance **must** be done online through Workday.

- Login to Workday.
- If you will be covering dependents, please refer to the [Employee Self-Service: Managing Benefits](#) quick reference guide available through Microsoft Apps under **Workday Training**. Submit Dependent Documentation & Dependent Verification Forms through Workday as an attachment
- Open enrollment can be accessed from your Workday Inbox or from the Announcements section on your Workday Homepage beginning **October 25, 2021**.