

## Important Dates

Open Enrollment Begins:  
**Wednesday, April 28, 2021**

Open Enrollment Ends:  
**Wednesday, May 26, 2021**

Effective Date of Coverage:  
**Thursday, July 1, 2021**



## Enroll In or Make Changes to Your Benefits Elections

Visit [openenroll.hr.pitt.edu](https://openenroll.hr.pitt.edu) to get started with enrolling in, making changes to, and confirming your benefits elections.

Open Enrollment, as defined by the IRS, is the only time that you can make changes to your benefits elections unless you experience a qualified status change (marriage, divorce, birth of a child, etc.) during the plan year. Learn more about qualified status changes at [hr.pitt.edu/benefits/qualified](https://hr.pitt.edu/benefits/qualified).

**If you do not make changes during the Open Enrollment period, your current benefits elections will remain the same.**

## Summary Guide to Benefits

Learn about the available plans, review plan premiums, and discover more benefits available to you in the 2021-22 Summary Guide to Benefits.

The Summary Guide to Benefits is available online at [hr.pitt.edu/summaryguide](https://hr.pitt.edu/summaryguide).



In order to protect your confidential information, the University will not mail a printed summary of your benefits elections. If you make changes to your elections, you should print your online confirmation statement, which is available at the end of the benefits self-service process in Pitt Worx. Please note: you will receive no other confirmation of your changes.

Open Enrollment is a great opportunity to review or add information for your dependents, and to provide dependent Social Security Numbers (SSNs) if they are not currently on file with the University, to maintain compliance with the Affordable Care Act (ACA). You can review and update this information in Pitt Worx.

If you have moved, or will be moving soon, you should update your home address with your department administrator and in Pitt Worx (after logging in to Pitt Worx, select **Address & Tax Form Changes** on the **Me** page).

*Represented employees should refer to their collective bargaining agreements for details about their benefits.*



University of  
**Pittsburgh**

Office of  
Human Resources

Benefits Department

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200 South Craig Street  
Pittsburgh, PA 15260

**833-852-2210**  
[hr.pitt.edu/contact-ohr](https://hr.pitt.edu/contact-ohr)  
[hr.pitt.edu/benefits](https://hr.pitt.edu/benefits)



# 2021-22 Highlights:

# Benefits Open Enrollment



Summary Guide to Benefits  
[hr.pitt.edu/summaryguide](https://hr.pitt.edu/summaryguide)



# What's New This Year?

## Medical

[hr.pitt.edu/medical](http://hr.pitt.edu/medical)

There are minor changes to some copays and formularies; please review the Summary Guide to Benefits to further understand these changes. The plans also include a 3% rate increase.

UPMC continues the partnership with Amplifon to provide medical plan participants access to a national network of over 5,500 hearing health care providers with over 3,800 hearing aid models. The benefit includes an \$1,800 per ear insurance payment towards the cost of hearing aids every three years.

## Dental

[hr.pitt.edu/dental](http://hr.pitt.edu/dental)

The **dental** plan rates will experience a small increase with no changes to plan design. The **vision** plan remains unchanged.

## Vision

[hr.pitt.edu/vision](http://hr.pitt.edu/vision)

## Life Insurance

[hr.pitt.edu/life](http://hr.pitt.edu/life)

Life insurance plans through The Hartford remain the same, but there is a *decrease* in the optional group term life insurance rates for the upcoming plan year.

While these premium rates are decreasing, your premium may increase if you reach a new age bracket. The premium is based on your age as of July 1 annually. Visit [hr.pitt.edu/life](http://hr.pitt.edu/life) to learn more and to review the age-graded optional group life insurance rates.

## Wellness for Life Incentives

[hr.pitt.edu/incentives](http://hr.pitt.edu/incentives)

Earn wellness incentives for completing healthy activities! You and your covered spouse/domestic partner, if applicable, are each eligible to earn up to \$125 or up to \$200, depending on your medical plan. Find a full list of eligible activities online at [hr.pitt.edu/incentives](http://hr.pitt.edu/incentives).

## Flexible Spending Accounts

[hr.pitt.edu/fsa](http://hr.pitt.edu/fsa)

The annual health care spending account limit remains the same at \$2,750. The IRS allows a rollover (carryover) for the health care FSA. Any amount that rolls over into the new plan year does not affect the maximum election you may select; consider the rollover amount before making your health care FSA election.

The dependent day care account maximum remains at \$5,000 annually.

The parking and mass transportation accounts maximum annual contribution amounts remain at \$3,240 per plan.

**Note:** Due to the passing of recent legislation, please refer to the OHR website for details about changes to FSAs.

## PittPerks

Available through PittPerks, eligible employees can enroll in **legal services provided by MetLife**. Enrollment for this voluntary benefit only takes place during Open Enrollment on the PittPerks website. Learn more about MetLife Legal Services at [hr.pitt.edu/metlife-legal-services](http://hr.pitt.edu/metlife-legal-services).

A variety of other voluntary benefits and discounts are available outside of Open Enrollment. Learn more about the PittPerks program and get started at [hr.pitt.edu/pittperks](http://hr.pitt.edu/pittperks).

## More Benefits for You & Your Family

There are a variety of additional benefits available to you and your family that you can take advantage of outside of the Open Enrollment period, such as:

- » Student loan assistance through Savi
- » Comprehensive Medication Management
- » UPMC AnywhereCare

Discover all your benefits at [hr.pitt.edu/benefits](http://hr.pitt.edu/benefits)

# Want to Learn More?

## Webinar: A Guide to Your Benefits at Pitt

Join OHR for a live webinar about Open Enrollment and the benefits available to you at Pitt. Learn what's new this year and get your questions answered. A recording of the session will be available after the webinar takes place.

**Thursday, April 29, 2021**  
**10:00 am - 11:00 am**

Register online: [hr.pitt.edu/oe-webinar](http://hr.pitt.edu/oe-webinar)

## Using Pitt Worx to Enroll in Benefits

Open Enrollment now takes place in **Pitt Worx**. You are encouraged to review the instructions and appropriate steps that must be taken prior to enrolling in or making changes to your benefits.

For more information about using Pitt Worx to enroll in or make changes to your benefits elections, visit [openenroll.hr.pitt.edu](http://openenroll.hr.pitt.edu).

## Contact the Benefits Department

Questions about plan changes? Need assistance with enrollment? Contact the Benefits Department:

 [hr.pitt.edu/contact-ohr](http://hr.pitt.edu/contact-ohr)  
 **833-852-2210**

