



2021 UNION

EMPLOYEE BENEFITS OVERVIEW

Open Enrollment Oct. 27-Nov. 10, 2020

IT'S OPEN ENROLLMENT SEASON!

We will not be holding benefit meetings this year and to increase our sustainability, we will not be printing Open Enrollment Overview books.

To download a pdf of the Open Enrollment Overview book, visit

<https://www.akusbenefits.com/2021-oe-owensboro-union>

You will access your benefits in Workday by clicking on the hyperlink in the task that gets pushed to your Workday inbox on October 27.

New for 2021

- All employees will receive a new ID card from Blue Cross Blue Shield North Carolina (BCBSNC) with new Member ID and Group ID numbers for 2021
 - Current participants keep current ID card through December 31, 2020
 - New ID card will be effective on January 1, 2021 for the 2021 plan year
 - New ID card will be mailed to your home address in December
- The Allstate Cancer and Specific Disease benefit will no longer be offered
 - Allstate will be mailing continuation paperwork directly to your home address

To Keep Your 2020 Plan Elections

- You do not need to do anything. Your 2020 elections will automatically rollover and take effect on January 1, 2021 (with the exception of FSA and HSA as outlined below)
- To make changes to your 2021 benefits, you will need to log-in to Workday and update your selections

To Waive Your 2021 Coverage

- Waiving your coverage is a **two-step process**: 1) a form and 2) in Workday
 1. Go to the link above (in blue) and click on '2021 Medical Opt-Out Form' Fill out the pdf. Be sure to sign and date the form at the bottom. Then email or send the completed pdf to your human resources department
 2. Opt-out of coverage in Workday

Flexible Medical or Flexible Dependent Care Accounts (FSA)

- These accounts will not automatically rollover to the 2021 calendar year
 - You will need to log-in to Workday and update your selections
- To continue your flexible medical or flexible dependent care, you will need to log-in to Workday and make elections for them by 11:59 pm on November 10