

## 2021 Employee Benefits Open Enrollment Open Enrollment Fact Sheet Regular Full-Time and Part-Time Employees

**Enrollment begins Monday, November 2 and ends Wednesday, November 18**

*This is your only opportunity to enroll, change, or cancel most benefits elections for 2021.*

### Most Benefits Automatically Continue

Your current elections for medical, dental, vision, life and accidental death and dismemberment insurance (supplemental, spouse/partner, child), legal plan, identify theft protection **continue automatically in 2021, even if you take no action.**

**Beneflex does not continue.** You must enroll in the Health Care and/or Dependent Day Care Spending Account in order to participate in 2021. **Your 2020 Beneflex election does not continue.**

### What can I do?

*You can enroll, cancel or make changes in the following benefits, with a January 1, 2021 effective date.*

- Medical
- Dental (for 2021-2022)
- Vision
- Supplemental, Spouse/Partner, Child Life Insurance
- Supplemental, Spouse/Partner, Child AD&D Insurance
- Supplemental LTD Insurance
- Legal Services Plan
- Identity Theft Protection

**IMPORTANT:** Your 2020 Beneflex participation does **not** continue; you must enroll to participate in 2021.

- Beneflex Health Care Spending Account
- Beneflex Dependent Day Care Spending Account

### What's New for 2021?

- **No change** in employee contributions for medical, dental, or vision coverage
- Some changes in the medical/Rx coverage
- Improved Vision Care benefit
- This is a dental enrollment year for 2021 and 2022
- Improved Open Enrollment website

### How do I enroll or make changes?

Use Oracle Employee Self-Service at **<http://myinfo.rit.edu>** to enroll or make changes in your benefits.

We have developed ***Fact Sheets*** for each benefit to provide a high level summary so you can learn a bit about a benefit at-a-glance. You can then determine if you want to review the more detailed information on the HR-Benefits website. We are hopeful the Fact Sheets will make it easier to consider your 2021 benefits options.

We also offer on-demand online Zoom presentations to help you make your choices.

We are excited to introduce a **Virtual Benefits Fair** this year! And, as always, there will be prize give aways!

Watch for an email invitation from **Airbo** to attend the Fair.

### Questions?

Self-Service: [help.rit.edu](http://help.rit.edu)  
Call: 585-475-5000

**Open Enrollment is your only opportunity to enroll, change, or cancel most benefits.**

*If you have a mid-year qualifying event, you must notify RIT Human Resources **within 31 days** of the event to make a change. Events include marriage, divorce, birth or adoption of a child, spouse/child gaining or losing employment.*