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
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.