



Human Resources Bulletin

USNH Benefits Open Enrollment Starts October 21!



This year, **Benefits Open Enrollment is October 21 – November 8 for coverage starting January 1, 2020.** As in previous years, enrollment is **active**. This means you **must** review your 2019 coverage elections and accept or change them to have medical coverage starting January 1, 2020.

It's important to take the time now to make sure your benefits coverage will support your financial needs. Benefits Open Enrollment is the **only** time each year you can make changes to your USNH coverage (unless you have a qualified change of status outside of Open Enrollment). Consider your life circumstances for 2020: Are you having a baby? Getting married? Having planned surgery? Thinking ahead will help you choose the right coverage and save you money in the coming year.

Consider the Open Access Plus Health Savings Account (HSA) Plan. Depending on your medical needs, the plan with the highest coverage cost might not make the most

sense for you and your family. If you're routinely choosing a high-coverage medical plan, you may be paying for far more coverage than you actually need.

Take a look at the Open Access Plus HSA Plan instead. It could save you money! It has a tax-advantaged savings account you can use to save on health care expenses not paid by the Plan. Plus, USNH contributes to your HSA—that means **FREE** money you can use to pay your deductible and coinsurance, or save for future health-related expenses.



**2020 Benefits Open Enrollment:
October 21 – November 8, 2019**

What's Changing January 1, 2020

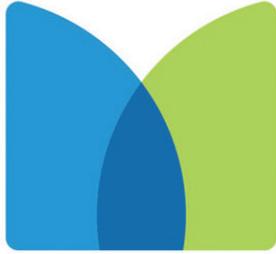
- 2020 medical and dental premium increases.
- No plan changes will be made to your Medical, Dental and Vision Plan coverage, or Life and AD&D Insurance Plans.
- **NEW!** Optional voluntary benefits, administered by MetLife, available at group insurance rates that are typically lower than in the individual insurance market: Critical Care Insurance, Accident Insurance and Legal Assistance. See page 2.
- **Short-Term Disability (STD) coverage is now paid 100% by USNH, as of July 1, 2019.** This is part of UTime—your new leave and time management program for employees not covered by a collective bargaining agreement. If you're eligible for STD coverage, you're enrolled automatically—there's nothing you need to do to have this benefit! Visit usnh.edu/human-resources/utime to learn more about the UTime time-off and leave benefits available to you.

Watch your mail! Benefits Open Enrollment Packets, with 2020 rates and plan details, will be arriving soon for benefits-eligible employees.



Attend an Open Enrollment Benefits Fair Near You!

- **UNH Franklin Pierce School of Law:** Monday, October 14, 11 a.m. – 2 p.m., IP Center Lobby, 2 White Street
- **GSC Concord:** Tuesday, October 15, 11 a.m. – 2 p.m., 25 Hall Street
- **UNH Durham:** Wednesday, October 16, 10:30 a.m. – 1:30 p.m., Granite State Room, Memorial Union Building
- **PSU:** Thursday, October 17, 10 a.m. – 2 p.m., Merrill Place, 14 Merrill Street
- **KSC:** Friday, October 18, 9 a.m. – 1 p.m., Mountain View Room, Young Student Center



MetLife

Enhance Your Financial Security with NEW Voluntary Benefits

USNH is adding three new voluntary benefit plans for 2020. They provide additional financial protection and peace of mind. Learn more about them and consider enrolling during Benefits Open Enrollment.

Benefit	Information
NEW! Critical Care Insurance	Supplements your medical insurance and offers financial protection in case of a covered illness, including cancer, heart attack, stroke and Alzheimer’s disease.
NEW! Accident Insurance	Supplements your medical insurance and offers financial protection in case of a covered accident. It also pays a benefit if you undergo testing or receive medical services, treatment, or care for any one of more than 150 covered events.
NEW! Legal Assistance	Connects you with a network of attorneys who can advise you on a variety of personal legal matters like power of attorney, deeds, will preparation and more.

Remember: You can still enroll in voluntary hospital indemnity insurance, which supplements your medical insurance and offers financial protection in case of a covered hospitalization.

LinkedIn Learning is a Big Hit! Since we launched LinkedIn Learning earlier this year, over 800 employees have taken the first step in expanding their skills and enhancing their professional development. To activate your account* and see what courses are available, visit [LinkedIn Learning](#).

Time Management System: Kronos Workforce Dimensions

As part of the UTime rollout, we’re beginning a phased rollout of the Kronos Workforce Dimensions system in October 2019. The Kronos Workforce Dimension System will make it easy for you to manage your time when you are working and when you are away from work. It will help you track:

- The hours you have worked;
- How much time off you have available in the current year; and
- Any accrued time-off days you have from previous years.

Who will use Kronos Workforce Dimensions? Exempt (salaried) employees will use Kronos to document time-off. Non-exempt (hourly) employees will use Kronos to document all hours worked and time-off.

For more information on the Kronos Workforce Dimensions System and the implementation plan, please review the full update and presentation on usnh.edu/human-resources/utime.

SUGGESTIONS/COMMENTS?

Email myusnh.hr@usnh.edu to provide feedback or suggestions for future articles.



Limited Time to Save \$400 in 2020!

The MyPath2Wellness requirements for 2020

Medical Plan premium credits are to visit a doctor for an annual wellness visit (\$250 credit) and complete the Cigna Health Assessment (\$150 credit) **by October 31, 2019**. That’s a total of \$400. Don’t miss out!



Participate in a Community Service Event!

As part of UTime, you can get one **paid** day-off per fiscal year to participate in a community service event.

*KSCASA, KSCSA and KSCDSA union members are not eligible.