

2021 Verizon Annual Enrollment is approaching, October 6-15, 2020.

Members should read the Annual Enrollment guide carefully and make sure if they have any dependents who will be considered full time students to correctly add or drop them from coverage.

All members should be looking over their coverage and elections, dependents status (ex full time student), beneficiaries etc to make sure everything is correct and up to date as well.

Your current benefits elections will automatically continue for 2021 unless you make a change. This includes your current medical (including prescription drug), dental, vision, life and accidental death and dismemberment (AD&D), disability insurance, **tobacco user status** and spending account contributions.

***However, Your Health Assessment credit will not automatically carry over into 2021. In order to receive a wellness credit for 2021, you will need to complete one Wellness Activity between October 1, 2020 and December 31, 2020, which will help reduce your medical premiums by \$100.**

Dependent child coverage age limit:

Medical

A dependent child is eligible for medical coverage through the end of the month in which he/she attains age 26 regardless of student status. Coverage may be extended beyond age 26 for a dependent child who meets the conditions of being disabled.

Dental and vision

In order for a dependent child to be eligible for dental and vision coverage after the end of the calendar year in which he/she attains age 19, he/she must be a full-time student at an accredited institution, or meet the conditions of being disabled.

Dental and vision coverage can continue through the end of the calendar year in which a dependent child attains age 25 as long as the child maintains full-time student status. If the child is between the ages of 19 and 25, is not a full-time student and does not meet the conditions of being disabled, you must remove him/her from dental and vision coverage during Annual Enrollment.

*** For 2021, the annual maximum contribution amounts are as follows:**

- Health Care Spending Account (HCSA): \$2,750
- Dependent Day Care Spending Account (DCSA): \$5,000

IMPORTANT REMINDER!

***As of February 1, 2020 the forms for FMLA have changed. The forms MUST be distributed by Sedgwick AFTER an illness is reported. (Provisional approvals can be applied for after the supervisor inputs a future dated absence). These forms are about 3 pages and include a barcode with your employee information and first date of absence. There are 2 different sets of forms, Care of Own Health or Care of Family.**