

**TERMINATION  
AND REHIRE**



# Qualifying Life Change

## Employee Rehired Within 30 Days of Termination of Employment (Safe Harbor Rule)

The following guide outlines [permissible changes](#) to benefit elections and [how to make](#) them when rehired within 30 days of termination of employment with CU.

### Permissible Changes

The employee cannot make changes to most benefit elections. Under IRS Safe Harbor Rule, terminated employees who are rehired within 30 days must be treated as *continuing employees*. All benefits will be reinstated at the same tier coverage and any suspended balances will be paid.

If it is a new plan year, the employee is enrolled according to the elections made during Open Enrollment. If the employee did not make elections during Open Enrollment, they will be reinstated to the prior year's elections with the exception of HCFSA and DCFSA.

Plan type	Changes permissible?
CU Health Plans Medical, Dental, Vision	no changes
Optional Life Insurance	limited changes
Voluntary AD&D	limited changes
Flexible Spending Accounts (FSA) Health Care and/or Dependent Care	limited changes in limited situations
Short Term Disability	no changes
Long Term Disability	no changes
Mandatory Retirement Plan	limited changes in limited situations

### CU Health Plans: medical, dental, vision

	Enroll?	Cancel?	Change plans?
<b>Employee</b>	Prior elections will be reinstated. If employee did not have prior coverage, the employee and dependents may not enroll. They must wait until Open Enrollment.	The employee cannot cancel plans. They must wait until the next Open Enrollment period.	The employee cannot switch plans. They must wait until the next Open Enrollment period.
<b>Spouse/partner</b>			
<b>Children</b>			

**Optional Life Insurance**

	<b>Enroll?</b>	<b>Cancel or decrease?</b>
<b>Employee</b>	<p>Prior election will be reinstated. If rehired with a lower salary, policy amount will be adjusted to meet the Guarantee Issue limit (3 times annual salary).</p> <p><b>Additional amounts:</b> To <a href="#">apply</a> for additional amount (max of \$1 million), employee must submit the Medical History Statement Form as evidence of insurability to The Standard Insurance Company for approval.</p>	<p>Any policy can be decreased or canceled any time. Effective that month if the Benefits Enrollment/ Change Form is received by the first of the month, otherwise it is effective the first of the following month.</p>
<b>Spouse/partner</b>	<p>Prior election will be reinstated provided the amount does not exceed employee's Optional Life election.</p> <p><b>Additional amounts:</b> To <a href="#">apply</a> for additional amount (max of \$500,000), employee must submit the Medical History Statement Form as evidence of insurability to The Standard Insurance Company for approval.</p>	
<b>Children</b>	<p>Prior election will be reinstated provided the amount does not exceed employee's Optional Life election.</p> <p>The employee cannot not enroll or increase dependent children until Open Enrollment.</p>	

You can [update your beneficiary\(ies\)](#) at any time.

Effective date of policy is the date of approval by The Standard Insurance Company; however, premiums are effective the first of the month following the approval date.

**Voluntary Accidental Death & Dismemberment (AD&D)**

	<b>Enroll?</b>	<b>Cancel or decrease?</b>
<b>Employee</b>	<p>Prior elections will be reinstated. Employee and their dependents may not enroll or increase. They must wait until Open Enrollment.</p>	<p>Any policy can be decreased or canceled any time. Effective that month if the Benefits Enrollment/ Change Form is received by the first of the month, otherwise it is effective the first of the following month.</p>
<b>Spouse/partner</b>		
<b>Children</b>		

You can [update your beneficiary\(ies\)](#) at any time.

**Flexible Spending Accounts (FSA)**

<b>Health Care Flexible Spending Account (HCFSA)</b>	<b>Dependent Care Flexible Spending Account (DCFSA)</b>
<p>Prior election will be reinstated if rehired in the same plan year, otherwise new elections can be made.</p>	<p>Prior election will be reinstated if rehired in the same plan year, otherwise new elections can be made.</p>

## Disability

Short Term Disability	Long Term Disability
<p>Prior elections will be reinstated.</p> <p><b>Faculty/University Staff:</b> If the employee did not have prior coverage, they may not enroll. They must wait until Open Enrollment. This policy may be canceled at any time during the plan year. Effective that month if Benefits Enrollment/Change Form is received by the first of the month, otherwise it will be the first of the following month.</p>	<p>Prior elections will be reinstated.</p> <p><b>Classified Staff:</b> You may enroll at any time during the year. It requires <a href="#">Medical History Statement Classified Staff (PDF)</a> which is subject to approval by The Standard. Effective date is on the first of the month following The Standard's approval date. This policy may be canceled at any time during the plan year. Effective that month if Benefits Enrollment/Change Form is received by the first of the month, otherwise it will be the first of the following month.</p>

## Mandatory retirement

Prior mandatory retirement plan will be reinstated.

## How to Make Changes

**NO ACTION REQUIRED BY EMPLOYEE.** Employee Services will reinstate all benefits.

## How to cancel your Optional Life, Voluntary AD&D and/or Disability Insurance

1. Submit the appropriate Benefits Enrollment/Change Form:
  - a. [Benefits Enrollment/Change Form Faculty, Officers, University Staff \(PDF\)](#)
  - b. [Benefits Enrollment/Change Form Classified Staff \(PDF\)](#)

## Submission instructions

Submission instructions for all documentation are found on the Benefits Enrollment/Change Form. You can check the Benefits Summary in your [employee portal](#) to verify enrollment accuracy after forms are processed. If you have further questions, contact a benefits professional at **303-860-4200, option 3**.

## How to add, change or remove beneficiary(ies) from a life insurance policy

If you are enrolled in Employee Basic Life, Employee Optional Life and/or Employee Voluntary AD&D, you must name one or more beneficiaries. Beneficiaries are the individual(s) or organization that you name on your life insurance policies that will receive the benefit in the event of your death. Beneficiaries can be legal dependents, but do not have to be. Beneficiaries can be updated anytime by following the steps below.

1. LOGIN into your [employee portal](#)
2. SELECT **CU Resources** (skip this step if CU Resources is your homepage)
3. CLICK on the **Benefits and Wellness** tile
4. CLICK on the **Benefits Summary** tile
5. On the summary CLICK on the **plan(s)** you want to edit: Employee Basic Life, Employee Optional Life and/or Employee Voluntary AD&D
6. CLICK **Edit** to complete one of the following actions:
  - a. Add beneficiaries
  - b. Change percentages of current beneficiaries
    - i. The total percentage between beneficiaries must be a total of 100 percent
  - c. Remove a beneficiary
  - d. Change the percentage to 0 percent
  - e. Note: If you no longer wish to have this individual visible in your employee portal, submit the [Dependent/Beneficiary Removal Form \(PDF\)](#)

## 7. CLICK **Save** - changes will be effective immediately

### Payroll deductions

If canceling or removing dependent coverage and expecting a reduction in cost of monthly premiums, employee must submit all documentation by the 10<sup>th</sup> of the month in which the change would take effect. If documentation is received after the 10<sup>th</sup> of the month, premium adjustments will be reflected in the next payroll cycle.

### Questions?

Contact a benefits professional via email at [benefits@cu.edu](mailto:benefits@cu.edu) or call during business hours at 303-860-4200 option 3.

### Other Benefits to Consider

During the course of a life event, there are other benefit changes to consider that are not subject to Qualifying Life Change rules. The following changes can be made at any time during the plan year:

#### HSA – Health Savings Account

You must be enrolled in the CU Health Plan – High Deductible to open and contribute to the HSA offered by CU. You can enroll, increase, decrease or stop your elected contributions at any time during the year without a [Qualifying Life Change](#). Please see the [HSA Fact Sheet \(PDF\)](#) for more detailed information.

- Effective date via Form: Effective that month if form is received by the 10<sup>th</sup> of the month, otherwise it will be the first of the following month.
- Effective date via Self-Service-Portal: Effective that month, if enrolled online before that month's payroll processing. You must call a [benefits professional](#) to activate online enrollment.

#### Optional Life Insurance

You can enroll in the Optional Life benefit or increase your current elected amount at any time during the plan year:

1. **Complete and sign** the Medical History Statement\*  
[Medical History Statement Faculty and University Staff \(PDF\)](#)  
[Medical History Statement Classified Staff \(PDF\)](#)
2. **Submit** form to The Standard Life Insurance Company  
 The Standard Life Insurance Company  
 900 SW Fifth Avenue  
 Portland, OR 97204
3. **Wait for approval**
  - a. The Standard Life Insurance Company will notify the applicant and the university when application is approved.
    - i. Effective date of the policy is the first day of the month following the approval date from The Standard Life Insurance Company.
    - ii. Premiums are effective the first day of the month following the approval date.
  - b. The university will notify the applicant when approval is received. At that time the applicant will designate beneficiaries and indicate tobacco usage via the provided form.

**Cancellations:** You can decrease or cancel personal and dependent Optional Life Insurance any time during the plan year by submitting the appropriate Benefits Enrollment/Change Form:

- [Benefits Enrollment/Change Form Faculty, Officers, University Staff \(PDF\)](#)  
[Benefits Enrollment/Change Form Classified Staff \(PDF\)](#)

\*By signing the [Medical History Statement](#), the applicant is authorizing The Standard Life Insurance Company to obtain information about the applicant's health, undergo a physical examination, if required, which may include blood testing, and provide any additional information about the applicant's insurability that The Standard Life Insurance Company may reasonably require.

## Voluntary Accidental Death & Dismemberment (AD&D)

Voluntary AD&D can only be added during Open Enrollment and certain Qualifying Life Changes. However, you can decrease or cancel AD&D any time during the plan year by submitting the appropriate Benefits Enrollment/Change Form:

[Benefits Enrollment/Change Form Faculty, Officers, University Staff \(PDF\)](#)

[Benefits Enrollment/Change Form Classified Staff \(PDF\)](#)

## Short Term Disability

**Faculty and University Staff:** You can only enroll during Open Enrollment. However, you can cancel any time during the plan year by submitting the [Benefits Enrollment/Change Form Faculty, Officers, University Staff \(PDF\)](#). Effective date for cancellation is that month if the Benefits Enrollment/Change Form is received by the 10<sup>th</sup> of the month, otherwise it will be the first of the following month.

**Classified Staff:** Enrollment is mandatory as it is paid by CU.

## Long Term Disability

**Faculty and University Staff:** Enrollment is mandatory as it is paid by CU.

### Classified Staff:

- You can enroll at any time during the year with a [Medical History Statement Classified Staff \(PDF\)](#) approved by The Standard Life Insurance Company. Effective date is the first of the month following approval of The Standard Life Insurance Company.
- Premiums are based on employee's age, salary and vesting status with PERA.
- Employee can request change of premiums at any time during the year or when they become vested with PERA (five years of PERA service). You must submit Benefits Enrollment/Change and proof of vesting status (if status was gained outside CU's employment). Effective that month if form is received by the 10<sup>th</sup> of the month, otherwise it will be the first of the following month.
- You can change to vested status anytime during the plan year.
- You can cancel any time during the plan year. Effective date for cancellation is that month if the [Benefits Enrollment/Change Form Classified Staff \(PDF\)](#) is received by the 10<sup>th</sup> of the month, otherwise it will be the first of the following month.

## Definitions

**Consistency rule:** Under the Consistency Rule, the election change is on account of and corresponds with the Qualifying Life Change that affects eligibility for coverage under an employer's plan. Changes to benefit plans must be consistent with the Qualifying Life Change, and correspond with a gain or loss of eligibility for coverage.