

Qualifying Life Change

Employee Changes from Classified Staff to University Staff or Faculty

The following guide outlines permissible changes to benefit elections and how to make them when an employee's job classification changes from Classified Staff to University Staff or Faculty.

Permissible Changes

When changing from Classified Staff to a University Staff or Faculty position, an employee can make certain changes to their benefit elections. These changes must be made within **31 days** from the date of the job classification change and must be consistent with this life change. New elections will **be effective the first of the month** following the change in classification.

Plan Change Eligibility:

- **CU Health Plans medical, dental, vision:** no changes
- **Optional Life Insurance:** changes permissible
- **Voluntary AD&D:** limited permissible
- **Flexible Spending Accounts (Health Care FSA & Dependent Care FSA):** no changes
- **Basic Life Insurance:** automatic
- **Short-term Disability:** action required
- **Long-term Disability:** automatic
- **Mandatory Retirement Plan:** action required

Some benefits are not subject to QLC regulations. Now is a good time to consider changes to other benefits.

Plan resources

- [Rates \(PDF\)](#)
- [Benefits Website](#)

CU Health Plans: medical, dental, vision

Enrollment:

- **Employee:** The employee's medical, dental and vision coverage will remain the same. If the employee currently does not have coverage with CU, they cannot enroll. They must wait until the next Open Enrollment period.
- **Spouse/partner:** If dependents currently do not have coverage with CU, they cannot enroll. They must wait until the next Open Enrollment period.
- **Children:** If dependents currently do not have coverage with CU, they cannot enroll. They must wait until the next Open Enrollment period.

Change Plans: The employee and their dependents cannot switch plans. They must wait until Open Enrollment.

Cancellation: The employee cannot cancel until the next Open Enrollment period.

Imputed Income

Tax Dependency Reminder: Employee will be subject to [imputed income](#) (taxable income) for the amount CU contributes towards health premiums for partners and partner's children if they do not qualify as tax dependents. If the domestic partner is a tax dependent, the employee must submit a [Tax Certification of Dependency for Tax Treatment of Medical Benefits \(PDF\)](#).

Optional Life Insurance

Enrollment:

- **Employee:** The employee can elect or increase up to \$1 million at any time during the year. To [apply](#), the employee must submit the Medical History Statement Form, as evidence of insurability, to The Standard Insurance Company for approval. The effective date of policy is the date of approval by The Standard. However, premiums are effective the first of the month following the approval date.
- **Spouse/partner:** The employee can elect or increase up to \$500,000 for an eligible spouse/partner, not to exceed employee's Optional Life Insurance amount, at any time during the year. To [apply](#), the spouse/partner must submit the Medical History Statement Form as evidence of insurability to The Standard Insurance Company for approval. The effective date of policy is the date of approval by The Standard. However, premiums are effective the first of the month following the approval date.
- **Children:** The employee cannot enroll or increase children. They must wait until the next Open Enrollment period.

Cancellation or decrease: Any Optional Life Insurance policy for employees or their dependents can be decreased or canceled at any time. Effective that month if the Benefits Enrollment/ Change Form is received by the 10th of the month, otherwise it is effective the first of the following month.

Voluntary Accidental Death & Dismemberment (AD&D)

Enrollment: The employee and dependents cannot enroll or increase. They must wait until Open Enrollment

Cancellation or decrease: Any Voluntary AD&D policy for employees or their dependents can be decreased or canceled at any time. Effective that month if the Benefits Enrollment/ Change Form is received by the 10th of the month, otherwise it is effective the first of the following month.

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

Flexible Spending Accounts (FSA)

Health Care Flexible Spending Account HCFSA

The employee cannot enroll or make any changes.

Dependent Care Flexible Spending Account DCFSA

The employee cannot enroll or make any changes.

Basic Life Insurance

Enrollment: The employee's current policy will increase from \$50,000 to \$57,000. The premium is paid by CU. Effective date is the first of the month following the classification change.

Cancellation or decrease: The employee cannot cancel this policy.

Disability Insurance

Short Term Disability

Action required: As University Staff/Faculty, Short Term Disability coverage is **optional**, meaning the employee can [enroll](#) and will pay the premiums. The employee has 31 days from the day of the classification change event to make this election. If no election is made, this coverage will be waived, and the next opportunity to enroll will be the next Open Enrollment period and will be subject to a [Late Enrollment Penalty](#). Effective date is the first of the month following the change of job classification.

Current policy: The current Short Term Disability benefit for Classified Staff will be canceled on the last day of the month in which the classification change occurs.

Long Term Disability

No action required.

After one year of employment in this new position, CU will automatically enroll the employee in Long Term Disability coverage. The premium is paid by CU. Effective date is the first of the month following the one-year anniversary of the change of job classification.

Current policy: If the employee is currently enrolled in Long Term Disability as a Classified Staff, this policy will be canceled on the last day of the month in which the classification change occurs.

Mandatory Retirement Plan

Action required if employee currently has the PERA Defined Benefit (DB) Plan:

If the employee has a PERA Defined Benefit (DB) account, they are eligible for the CU PERA Choice*. This is a one-time irrevocable choice that allows the employee to continue with the PERA DB Plan or choose the University Retirement Plans (URP) which includes the CU 401(a) Mandatory Plan (subject to job code eligibility, view the [Eligibility Matrix \(Excel\)](#)) and/or the CU 403(b) Voluntary Plan. Employee will receive a CU PERA Choice letter detailing how to elect a plan, and employee will have 30 days to make this election.

- If the employee chooses to remain in the PERA (DB) Plan, employee will remain in PERA throughout their CU career. This one-time irrevocable CU PERA Choice remains in effect, even if employee leaves the university and returns in another position.
- If the election is not made within 30 days, employee will be defaulted into the PERA (DB) Plan throughout their career with CU. This one-time irrevocable CU PERA Choice remains in effect, even if employee leaves the university and return in another position.

If employee currently has the PERA Defined Contribution (DC) Plan:

If the employee has a PERA Defined Contribution (DC) Plan, CU will automatically enroll employee in the mandatory 401(a) Plan.

The PERA account will remain in PERA until the employee reaches retirement age or terminates employment with CU. Contact PERA at 800-759-7372 for detailed information on PERA accounts.

*[Mandatory Retirement Placement Guide FUS \(PDF\)](#). For information regarding the difference between the PERA DB and PERA DC Plan, please visit www.copera.org or refer to the [PERAChoice Brochure](#).

How to Make Changes

You have **31 days** from the date of marriage/partnership to make changes by submitting the required documentation to Employee Services. If you have any questions, please contact a **benefits professional at 303-860-4200, option 3**.

How to Enroll in Short Term Disability

1. **Submit** the Benefits Enrollment/Change Form:
[Benefits Enrollment/Change Form Faculty, Officers, University Staff \(PDF\)](#)
2. The deadline is **31 days** from the date of the job classification. If this Benefits Enrollment/Change Form is not received within 31 days, employee must wait until the next Open Enrollment to elect this coverage.

How to Cancel Optional Life & Voluntary AD&D Insurance coverage

1. **Submit** the Benefits Enrollment/Change Form:
 - [Benefits Enrollment/Change Form Faculty, Officers, University 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** to your [employee portal](#).
2. **select** *CU Resources* (skip this step if CU Resources is your homepage).
3. **select** the *Benefits and Wellness* tile.
4. **select** the *Benefits Summary* tile.
5. On the summary **select** the plan(s) you want to edit: Employee Basic Life, Employee Optional Life and/or Employee Voluntary AD&D.
6. **select** *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
 - i. Change the percentage to 0 percent
 - ii. Note: If you no longer wish to have this individual visible in your employee portal, submit the [Dependent/Beneficiary Removal Form \(PDF\)](#)
7. **select** *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 10th of the month in which the change would take effect. If documentation is received after the 10th of the month, premium adjustments will be reflected in the next payroll cycle.

Questions?

Contact a benefits professional via email at 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 10th 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

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 \(PDF\) Staff](#)

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 10th 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 10th 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 10th 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.

Short Term Disability Late Enrollment Penalty (LEP): Employees who do not apply during their new hire/newly eligible enrollment period are subject to the LEP. This means that if a claim is filed for anything other than an accidental injury during the first 12 months after coverage becomes effective, short-term disability benefits will be subject to a 60-day waiting period, rather than the regular 29-day waiting period.