

Life Changes ^[1]

When your life changes, your benefits may need to change, too. Employee Services can help you understand your options.

Are you getting married? Having a baby? Is your spouse getting a new job? Events like these may affect your benefits. Your benefits elections usually remain in effect until the plan year ends on June 30. However, if you experience a qualifying life change outside of Open Enrollment, you have 31 days from the date of the change to make certain adjustments.

Learn more about each life change by clicking on a tile

MARRIAGE OR PARTNERSHIP



DIVORCE OR SEPARATION



BIRTH OR ADOPTION



CHANGE IN DEPENDENT CARE



EMPLOYEE GAINS ELIGIBILITY



[6]

GAINING ELIGIBILITY

Spouse, Partner or Dependent Gains
Eligibility for Group Health Insurance



[7]

EMPLOYEE LOSES ELIGIBILITY



[8]

LOSING ELIGIBILITY

Spouse, Partner or Dependent Loses Eligibility
for Group Health Coverage



[9]

CHANGE OF RESIDENCE



MEDICAL CHILD SUPPORT ORDER



DEATH OF A SPOUSE OR PARTNER



DEATH OF A CHILD



CHANGE IN JOB

University Staff or Faculty to Classified Staff



CHANGE IN JOB

Classified Staff to Faculty or University Staff



TERMINATION AND REHIRE



MEDICARE ELIGIBILITY



[17]

Leave of Absence

Please call **303-860-4200, option 3** for information on permissible changes to your benefits during a leave of absence.

These guides will assist you in determining whether a mid-year change of election is permissible within the rules established by Section 125 of the IRS code or under HIPAA special enrollment rights. If you have questions or don't see a particular life change event, please contact a benefits professional by calling 303-860-4200, option 3.

Groups audience:
Employee Services
Right Sidebar:

ES: Benefits & Wellness - Current Employee Sidebar

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Links

- [1] <https://www.cu.edu/employee-services/benefits-wellness/current-employee/life-changes>
- [2] <https://www.cu.edu/docs/qualifying-life-change-guide-marriage-common-law-marriage-civil-union-or-domestic-partnership> [3] <https://www.cu.edu/docs/qualifying-life-change-guide-divorce-legal-separation-annulment-or-termination-domestic-or> [4] <https://www.cu.edu/docs/qualifying-life-change-guide-birth-adoption-or-legal-guardianship-dependent> [5] <https://www.cu.edu/docs/qualifying-life-change-guide-change-child-or-dependent-care-needs> [6] <https://www.cu.edu/docs/qualifying-life-change-guide-employee-gains-eligibility> [7] <https://www.cu.edu/docs/qualifying-life-change-guide-gaining-eligibility-spouse-partner-or-dependent-children> [8] <https://www.cu.edu/docs/qualifying-life-change-guide-employee-loses-eligibility> [9] <https://www.cu.edu/docs/qualifying-life-change-guide-losing-eligibility-spouse-partner-or-dependent-children> [10] <https://www.cu.edu/docs/qualifying-life-change-guide-change-residence> [11] <https://www.cu.edu/docs/qualifying-life-change-guide-medical-child-support-order> [12] <https://www.cu.edu/docs/qualifying-life-change-guide-death-spouse-or-partner> [13] <https://www.cu.edu/docs/qualifying-life-change-guide-loss-child-or-dependent> [14] <https://www.cu.edu/docs/qualifying-life-change-guide-changing-university-staff-or-faculty-classified-staff> [15] <https://www.cu.edu/docs/qualifying-life-change-guide-changing-classified-staff-university-staff-or-faculty> [16] <https://www.cu.edu/docs/qualifying-life-change-guide-rehired-within-30-days-termination> [17] <https://www.cu.edu/docs/qualifying-life-change-guide-medicare-eligibility>