Life Changes

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
CHANGE IN DEPENDENT CARE
EMPLOYEE LOSES ELIGIBILITY

LOSING ELIGIBILITY
Spouse, Partner or Dependent Loses Eligibility for Group Health Coverage
DEATH OF A SPOUSE OR PARTNER
DEATH OF A CHILD
CHANGE IN JOB
University Staff or Faculty to Classified Staff
TERMINATION AND REHIRE

30 DAYS
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.