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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

All guides available in English and Spanish.



[2]



[3]



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[5]


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

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[13]


CHANGE IN JOB
University Staff or Faculty to Classified Staff

[14]


CHANGE IN JOB
Classified Staff to Faculty or University Staff

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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 to a benefits professional by calling 303-860-4200, option 3.

Groups audience:
Employee Services
Right Sidebar:

ES: Benefits & Wellness - Current Employee Sidebar
ES: Benefits & Wellness - Contact

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