

IT'S BENEFITS ENROLLMENT TIME!!!!

AFSCME Part-Time Food Service Employee Benefits:

Open Enrollment Dates: November 14 – November 29, 2016

Period of Coverage Dates: January 1 – December 31, 2017

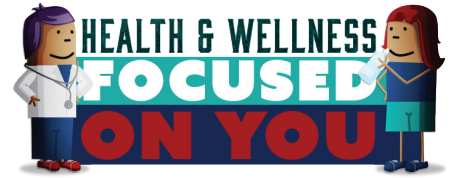
At this time, open enrollment dates applies to the unions that have had successful negotiations. AFSCME will proceed with the enrollment pending union ratification and Board approval.

- **If you do not re-enroll during this Open Enrollment period the following will occur:**

- ✓ Your healthcare coverage will continue, both benefits and premium changes will automatically be adjusted.
- ✓ Your dependent(s) healthcare coverage will continue, both benefits and premium changes will automatically be adjusted.
- ✓ Your Flexible Benefits will continue. If you wish to make changes to your current flexible benefits contact FBMC at 1.855.MDC.PS4U (1.855.632.7748). You will be receiving coupons reflecting your 2017 benefits.
- ✓ Employees covering a spouse or domestic partner in an M-DCPS healthcare plan will automatically receive a surcharge deducted from their paycheck beginning with the January 6, 2017 paycheck.

- **Dependent Coverage**

- ✓ You can add your eligible dependent during this enrollment period and you will have to submit dependent documentation for each dependent.
- ✓ If you are covering your dependent, you must indicate your dependent's social security number and provide documentation of proof of eligibility, if not previously submitted. If not your dependent coverage may be terminated.
- ✓ You can terminate your dependent coverage, but you will not be able to re-enroll the dependent until the next Open Enrollment provided you have maintained your enrollment in a School Board sponsored healthcare plan. You



can add a dependent throughout the year if experiencing a qualifying change in status event.

- ✓ You and your dependent must be enrolled in the same healthcare plan.

- **Retirement/Termination of Employment**

- ✓ If you are no longer employed by the School Board, you will be provided the opportunity to continue your benefits in accordance with the Federal COBRA Law. You will be provided the ability to continue your medical, dental and/or vision plan if active and paid up to date at the time of termination.