

Eligibility and Enrollment

Enroll in your benefits
within 31 days



You're eligible to enroll in benefits if you're a team member with a total Full-Time Equivalent (FTE) of 50% or greater. Premiums are determined by your FTE status in **MyHR|Workday**. Team members with an FTE of 70% and greater will enjoy normal premiums. Team members with an FTE between 50% and 69.9% pay an additional premium for medical, dental and vision coverage.

You may enroll dependents, including your spouse (same or opposite sex, or common law if applicable), domestic partners (who meet certain requirements) and children up to age 26 (including stepchildren or those for whom you have legal guardianship). Disabled children over age 26 are also eligible. Documentation will be required to verify eligibility of your dependents.

Enrollment

If eligible, you will have 31 days from your hire date (date of hire is included in the 31-day period) to complete your enrollment for benefits. Whether you enroll on day one, day 10 or day 31 of your enrollment period, your benefits coverage will begin on the first day of the month following your hire date. If your hire date falls on the first day of the month, you still have 31 days to enroll, but your coverage would be effective on your hire date. If you don't enroll during your 31-day enrollment period, your next opportunity to enroll will be during the next Open Enrollment period in the fall of 2024 unless you have a **Qualifying Life Event** (changes in your legal marital status, number of dependents, etc.) that makes you eligible for an earlier enrollment.

ASK ALEX

ENROLL NOW

Premiums

Banner allows you to pay for most benefits on a pre-tax basis from your paycheck, which lowers the amount of federal and state taxes withheld from your paycheck. Exceptions are voluntary life/AD&D, supplemental medical plans (critical illness, hospital and accident), legal plans and premiums for a domestic partner and his/her children.

For the medical plans, a discount is available if you and your covered dependent(s) do not use tobacco products. If you or any covered dependent uses a tobacco product, you may still qualify for the non-tobacco discount by participating in a designated **tobacco cessation program**.