Open Enrollment
The annual open enrollment period will run from November 11, 2019 – December 10, 2019. Any new enrollment or any change you make during the open enrollment period will be effective January 1, 2020.

New eBenefits Process
The Benefits Office, in conjunction with HRIT and ITS, is happy to announce on-line Benefits enrollment. Beginning with the 2020 open enrollment period, enrollments and changes in medical, dental, vision and flexible spending account (FSA) plans will be done through the PeopleSoft HR eBenefits system. This means no more paper forms for you and the ability to enroll in multiple benefits from one platform.

- Medical – Harvard Pilgrim Health Care
- Dental – Delta Dental of Massachusetts
- Vision - EyeMed
- Health FSA – WageWorks
- Dependent Care FSA – WageWorks

Important Information
- In order to enroll on-line in Benefits, you must know your Username and Password to log onto the Agora portal.
- In order to access PeopleSoft, you must have “dual authentication” set up.
- Contact the “Help Desk” at 2-4357 if you need assistance with username, password or dual authentication.
- Since PeopleSoft will now be the sole source of information for many of our benefit vendors, it’s extremely important that your mailing address is always up to date. You may update your address through the Agora portal.
- Instructions for eBenefits enrollment / changes will be provided in separate open enrollment materials.

Benefits You Must Enroll in EACH Year
If you are currently enrolled in the EyeMed Vision plan, MetLaw Legal plan or the WageWorks Flexible Spending Account (FSA) plans, your 2019 enrollment(s) will end on 12/31/2019. If you want to continue the Vision plan and/or the FSA accounts in 2020, you MUST re-enroll during the open enrollment period through PeopleSoft.

- Vision Plan
- Health FSA
- Dependent Care FSA
- MetLaw Legal Plan – enroll via MetLaw portal (see below info on MetLaw)

Benefits That Carry Over from Year to Year
If you are NOT making any changes to your medical or dental plans, you do NOT need to do anything in the PeopleSoft eBenefits portal. Your current medical and dental coverage will continue into 2020.

- Medical
- Dental

MetLaw – Group Legal Plan
If you are currently enrolled in MetLaw’s Group Legal plan with Boston College, your 2019 coverage will end on 12/31/2019. If you wish to continue in the MetLaw plan for 2020, you MUST re-enroll for 2020 during the open enrollment period.

***IMPORTANT: To enroll in the MetLaw Group Legal plan for 2020, you will enroll directly with MetLaw through their enrollment portal. You do NOT enroll in MetLaw through PeopleSoft eBenefits. Additional information, including the MetLaw portal link will be provided in separate open enrollment materials.
Flexible Spending Account (FSA) Facts

- Health FSA –
  - Minimum annual election $100
  - Maximum annual election $2750 (per IRS regulations)
  - Carryover feature – unused amounts from $25 to $500 will carry over to the next calendar year
  - Unused funds less than $25 and in excess of $500 will be forfeited
  - Employees and eligible dependents may use the Health FSA
  - Debit card provided for the Health FSA
  - Additional debit cards may be ordered for eligible dependents
  - Debit cards are valid for three (3) years so hold on to your debit card
  - You have until 3/31/2020 to submit claims for services received in 2019
  - In April 2020 you will see any available “carryover” funds from 2019 posted to your 2020 account

- Dependent Care FSA –
  - Minimum annual election $100
  - Maximum annual election $5000 (per IRS regulations)
  - No debit card available for Dependent Care Account
  - No carryover feature from year to year
  - Typical eligible expenses for children age 12 and younger include:
    - Before school programs
    - After school programs
    - Summer day programs
    - Daycare expenses

IMPORTANT!!!! To avoid the potential of forfeiting any funds in your FSA accounts, you should log onto www.wageworks.com to monitor your balance(s). You have until 3/31/2020 to submit claims for services received in 2019. After 3/31/2020, Health FSA balances under $25 and over $500 will be forfeited. All funds in the Dependent Care Account will be forfeited if claims for 2019 services are not submitted by 3/31/2020.

Open Enrollment On-line Help

Staff from the Benefits Office and HRIT will be available to help with on-line benefits enrollment for open enrollment.

- Days, Times, Locations - to be announced
- Come prepared with your Agora Username & Password
- Come prepared with dual authentication set up on your mobile phone
- For assistance with Username, Password or Dual Authentication, contact the Help Desk @ x2-4357

Additional Benefits to Your HPHC plan

Effective 1/1/2020, additional benefits are being added to both the Harvard Pilgrim Health Care PPO and HMO plans.

- Acupuncture – 20 visits per calendar year
- Hearing Aid Coverage - $2,000 per hearing aid every 36 months with NO age limit

Change to OptumRx Pharmacy Benefit

Just a reminder that Harvard Pilgrim Health Care (HPHC) does NOT administer our pharmacy benefit. OptumRx has been the pharmacy administrator since 1/1/2018. All of the necessary OptumRx billing information is included on your Harvard Pilgrim ID card and must be provided to your pharmacy when picking up a prescription.

Effective 1/1/2020, specialty drugs will have to be filled through Optum Specialty Pharmacy (formerly Briova Rx.)

- OptumRx Member Service phone # 855-546-3439

Supplemental & Dependents Life Insurance

The annual Open Enrollment period for Supplemental & Dependents Life Insurance will be in May, 2020.

Benefits Contact Information

Boston College Benefits Office
Brighton Campus
129 Lake, room 140
617-552-3329
benefits@bc.edu