

Domestic Partnership to Marriage

Employee has 30 days to enroll/make changes to benefits.

Benefit Plan	Employee Options	Comments	ADM Event Date
Accidental Death & Dismemberment Insurance	<ul style="list-style-type: none"> May add/change/cancel coverage at any time. If currently enrolled in Family coverage, new family members are automatically covered. 	Remind employee to update beneficiary designation.	1 st of month on or following date application is received.
Flexible Spending Account (FSA)	<p>Health Care FSA/ Limited Purpose FSA:</p> <ul style="list-style-type: none"> May enroll or increase current election due to gaining of dependent(s). May decrease or cancel election if employee gains eligibility under spouse's medical expense plan. <p>Dependent Care FSA:</p> <ul style="list-style-type: none"> May enroll or increase current election if employee gains eligible dependent(s) under age 13. May decrease or cancel election if gained eligibility under spouse's plan or coverage is no longer needed due to marriage (i.e. spouse is caretaker). 	<p>Employee may only have change/enrollment opportunity IF domestic partner/domestic partner children were not eligible under FSA plans when domestic partnership was in effect.</p> <p>Employee must submit Change of Election form.</p>	<p>FSA Event: 1st of month on or following date of marriage.</p>
Health Savings Account (HSA)	<ul style="list-style-type: none"> May add/change/cancel contribution at any time. 	Remind employee to update beneficiary designation.	<p>FSA Event: 1st day of payroll where change becomes effective.</p> <p>Coverage for spouse is effective on date of marriage.</p>
UW Tax-Sheltered Annuity (TSA) 403(b) Program	<ul style="list-style-type: none"> May enroll/change/cancel election at any time. 	<p>Must set up account with provider(s) directly and then submit Salary Reduction Agreement (SRA) to human resources office.</p> <p>Remind employee to review beneficiary designation.</p>	<p>SAV Event: 1st day of the payroll where the change becomes effective.</p>

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Wisconsin Deferred Compensation (WDC)	<ul style="list-style-type: none"> May add/change/cancel election at any time. 	<p>Must set up account through WDC at www.wdc457.org or by sending enrollment form to WDC directly.</p> <p>Remind employee to review beneficiary designation.</p>	<p>SAV Event: 1st day of the payroll where the change becomes effective.</p>
W-4	<ul style="list-style-type: none"> Update W-4 withholding amounts. 	<p>Effective date is the first day of the pay period the new withholding starts.</p>	
State Group Health Insurance, Preventive Dental Insurance, Supplemental Dental Insurance, Vision Insurance, State Group Life Insurance, Accident Insurance	<p>See Marriage chart.</p>		
Individual & Family Life Insurance	<p>No action needed for these plans due to change from domestic partnership to marriage.</p> <p>It is recommended that administrator review all benefit plans with employees and remind them to update beneficiary designation forms (if applicable) as necessary.</p>		
UW Employees, Inc. Life Insurance			
University Insurance Assoc. Life Insurance			
Income Continuation Insurance			
Wisconsin Retirement System (WRS)			