

Domestic Partnership to Marriage – Employee has 30 days to enroll/make changes to benefits.

Benefit Plan	Employee Options	Comments	ADM Event Date
<b>Accidental Death &amp; Dismemberment (AD&amp;D)</b>	<ul style="list-style-type: none"> <li>May add/change/cancel coverage at any time</li> <li>If currently enrolled in Family coverage, new family members are automatically covered</li> </ul>	Remind employee to update beneficiary designation.	1 <sup>st</sup> of month on or following date application is received
<b>Flexible Spending Account (FSA)</b>	<p>Health Care FSA/ Limited Purpose FSA</p> <ul style="list-style-type: none"> <li>May enroll or increase current election due to gaining of dependent(s)</li> <li>May decrease or cancel election if employee gains eligibility under spouse’s medical expense plan.</li> </ul> <p>Dependent Care FSA</p> <ul style="list-style-type: none"> <li>May enroll or increase current election if employee gains eligible dependent(s)</li> <li>May decrease or cancel election if gained eligibility under spouse’s dependent expense plan or coverage is no longer needed due to marriage (i.e. spouse is caretaker)</li> </ul>	<p><b>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.</b></p> <p>Employee must submit Change of Election form.</p>	FSA Event: 1 <sup>st</sup> of month on or following date of marriage
<b>Health Savings Account (HSA)</b>	<ul style="list-style-type: none"> <li>May add/change/cancel election at any time</li> </ul>	Remind employee to update beneficiary designation.	<p>FSA Event: 1<sup>st</sup> day of payroll where change becomes effective</p> <p>Coverage for spouse is effective on date of marriage</p>
<b>Tax-Sheltered Annuity (TSA) 403(b) Program</b>	<ul style="list-style-type: none"> <li>May add/change/cancel election at any time</li> </ul>	<p>Must set up account with vendor directly and then submit Salary Reduction Agreement (SRA) to payroll office.</p> <p>Remind employee to update beneficiary designation.</p>	SAV Event: 1 <sup>st</sup> day of the payroll where the change becomes effective
<b>Wisconsin Deferred Compensation (WDC)</b>	<ul style="list-style-type: none"> <li>May add/change/cancel election at any time</li> </ul>	<p>Must set up account through WDC at <a href="http://www.wdc457.org">www.wdc457.org</a> or by sending enrollment form to WDC directly.</p> <p>Remind employee to update beneficiary designation.</p>	SAV Event: 1 <sup>st</sup> day of the payroll where the change becomes effective
<b>W-4</b>	<ul style="list-style-type: none"> <li>Update W-4 withholding amounts</li> </ul>	Effective date is the first day of the pay period the new withholding starts.	
<b>State Group Health, Supplemental Dental (Delta Dental), Vision Insurance (VSP) and State Group Life</b>	See <a href="#">Marriage chart</a> .		

<b>Individual and Family (I&amp;F) Life Insurance</b>	<p>No action needed for these plans due to change from domestic partnership to marriage. However, it is recommended that you review all benefit plans with employees and remind them to update <a href="#">beneficiary designation forms</a> (if applicable) as necessary.</p>
<b>UW Employees, Inc. Life</b>	
<b>University Insurance Assoc. Life</b>	
<b>Income Continuation Insurance (ICI)</b>	
<b>WRS</b>	

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