

Q: How long do my benefits remain active after I leave the organization?

Medical, Dental and Vision benefits terminate on the last day of the month in which the termination occurs. All other benefits (including medical/dependent care flexible spending accounts) end on the date of termination. If an employee terminates employment on February 10th, their Medical, Dental and Vision benefits would end on February 28th. If they terminate on February 28th, their benefits end that same day (February 28th).

Q: How do I sign up for COBRA?

You will receive a COBRA packet from Discovery Benefits Cobra in the mail at the home address on file in Workday. From there you simply fill out the forms and mail them back to Discovery Benefits along w/ your first premium check.

Q: Who do I contact if I haven't received my COBRA packet or I have questions regarding COBRA?

You can call Discovery Benefits at: 866-451-3399, option 1, then option 2, online chat with them at: www.discoverybenefits.com or email them at cobraadmin@discoverybenefits.com

Q: What happens to my Employee Tuition Waiver after I leave the organization?

If you are enrolled in a class at the time of separation, you will be allowed to complete that class; once that class has been completed, you will be removed from the student group and will no longer be eligible for this benefit.

Please note: This policy is not grievable under the student grievance process

Q: What happens to my 401(k)?

You will receive a rollover kit in the mail from Empower explaining all of your options. You can contact them directly at: 800-467-7756 or log in to your account at empowermyretirement.com.

Q: I am enrolled in the Employee Stock Purchase Plan. What happens to my money/stocks?

Any stocks that have been purchased on your behalf are yours. You can check your account at www.etrade.com.

If you separate in the middle of an offering period, any monies you have contributed to date will be refunded to you with your final pay check.

July 2019 to June 2020 COBRA Rates

CIGNA HRA 1500	Monthly Rate
Employee	\$737.67
Employee + Spouse	\$1,634.59
Employee + Child(ren)	\$1,522.29
Employee + Family	\$2,398.66
CIGNA HRA 2500	
Employee	\$601.10
Employee + Spouse	\$1,343.02
Employee + Child(ren)	\$1,252.16
Employee + Family	\$1,961.12
CIGNA HSA 2000	
Employee	\$586.02
Employee + Spouse	\$1,308.57
Employee + Child(ren)	\$1,212.28
Employee + Family	\$1,963.67
ARIZONA CMG	
Employee	\$688.17
Employee + Spouse	\$1,536.68
Employee + Child(ren)	\$1,423.59
Employee + Family	\$2,305.99
Dental	
Employee	\$41.87
Employee + Spouse	\$82.92
Employee + Child(ren)	\$79.56
Employee + Family	\$121.44
Vision	
Employee	\$5.84
Employee + Spouse	\$9.82
Employee + Child(ren)	\$10.06
Employee + Family	\$15.90