**COVID-19 Impact on Fiscal Year 2020-2021**

**Spousal and Dependent Eligibility Rule Certification**

**And Open Enrollment**

**DISTRICT’S ANNUAL SPOUSAL AND DEPENDENT ELIGIBILITY RULE RECERTIFICATION**

Due to the COVID-19 crisis the deadline for filing 2019 IRS tax returns is now July 15, 2020. The 2020-2021 District’s Spousal and Dependent Eligibility Rule is based on 2019 spousal earnings. As a result, the current Spousal and Dependent Eligibility Rule year due to expire June 30, 2020, will be extended until September 30, 2020. The 2020-2021 Spousal and Dependent Eligibility year will run from October 1, 2020 until June 30, 2021.

**All Spousal and Dependent Eligibility Rule certifications will stay as they are until 9/30/2020, except for retirees and electing spouses as hereinafter provided.**

* PNW BOCES Office of Risk Management will mail WSR documents to all active/retired employees in the middle of August
* Benefit representatives to email WSR documents to all active employees when they return in September
* Members can begin certifying online on September 1st
* WSR deadline is September 30th
* All spouses and children will default to secondary effective October 1, 2020 unless the working spouse rule certification is completed

**OPEN ENROLLMENT**

**FOR THE PNW HEALTH BENEFITS CONSORTIUM - AETNA MEDICAL PLAN**

Due to the COVID-19 crisis extending the Spousal and Dependent Eligibility year, a one-time special open enrollment period will be granted for **AUGUST 15 - SEPTEMBER 15, 2020** with an effective date of **10/1/2020**. There will not be a 7/1 open enrollment. **For any questions related to open enrollment, please contact Michele Bellantoni, Benefits Office at 628-3415 x10200.**

**7/1 Open Enrollment Moving to 10/1** - The current benefit elections will be extended until September 30, 2020. The open enrollment period will be **AUGUST 15 – SEPTEMBER 15, 2020** with an effective date of 10/1/2020 for the period 10/1/2020 – 6/30/2021. At this time, employees/retirees will be able to make their benefit elections changes.

* Employees retiring as of 6/30/2020 will be able to make election changes as of 7/1/2020, as if the open enrollment date was not changed
* Retirees adding new dependent(s) as of 7/1/2020 must complete the WSR certification by 6/30/2020 based on the 2018 spousal earnings
* All employees must complete the WSR certification by 9/30/2020 based on the 2019 spousal earnings for the period 10/1/2020 to 6/30/2021
* Any spouse paying the WSR Buy-In premium may drop spouse coverage effective 7/1/2020 by written notice prior to that date

**OPEN ENROLLMENT FOR BUYOUTS**

**7/1 Open Enrollment Moving to 10/1** - The current buyout elections will be extended until September 30, 2020. The open enrollment period for buyouts will be **AUGUST 15 – SEPTEMBER 15, 2020** with an effective date of 10/1/2020 for the period 10/1/2020 – 6/30/2021. At this time, employees will be able to make their buyout elections.