Total Rewards Top 7 ITEMS You Need to Know

#1 Flexible Spending Accounts
- The IRS expanded eligible expenses due to COVID-19.
- FSAs can now be used to purchase over-the-counter (OTC) medicine and feminine hygiene products.

Contact: Discovery Benefits Healthcare Flexible Spending Account
Web: https://www.discoverybenefits.com/employees/eligible-expenses
News: https://www.discoverybenefits.com/blog/posts/2020/04/14/5-over-the-counter-expenses-now-eligible-for-your-hsa-and-fsa-funds
Phone: 866-451-3399

#2 Qualifying Events - Remember the Number 31
- During the year, if you experience one of the qualifying events listed below, you can change your benefit elections within 31 days of the event. Qualifying events include:
  1. marriage, divorce, legal separation, or annulment.
  2. entry into or termination of a registered domestic partnership (Must be registered with the state to be an eligible Domestic Partner)
  3. birth or adoption of a child
  4. Loss of other health care coverage or getting other coverage outside of CU
  5. Changes to your dependent’s eligibility status because of age, etc.

Contact: Yesenia Castillo, Total Rewards Specialist
Email: ycastill@chapman.edu

#3 CIGNA
- Life Assistance Program (LAP)
- LAP gives you access to call for support 24/7. Counseling and work-life services are available to you and your eligible family members at NO COST. You do not need to be enrolled in benefits to access this program.

Contact: LAP (Life Assistance Program)
Web: www.cignabehavioral.com/CGI
Phone: 800-244-6224

Additional app services for Cigna benefits participants; to access, log into myCigna.com
- myCigna: From viewing ID cards to accessing HSA balances
- Cigna MD Live: Virtual Care with a board-certified doctor to treat minor medical conditions
- iPrevail: Support for those adversely impacted by the pandemic.

Web: www.mycigna.com
Phone: 800-244-6224
#4 KAISER Permanente
- Tele-health, virtual care; 24/7
  
  Web: [www.kaiserpermanente.org](http://www.kaiserpermanente.org)
  Phone: 800-464-4000

#5 THRIVE Pass- Available to all benefits eligible employees
- There are NEWLY added categories due to COVID-19; effective immediately & until further notice, use your wellness money for:
  
  a) **Service fees associated with grocery /meal prep delivery:**
     does not include cost for meals or groceries;
  
  b) **Working Remote Items**
     i. Home office equipment: Equipment or gear for home office work such as desks, chairs, monitors, cords, keyboards, printers, and ergonomic accessories.
     ii. Internet subscription: Costs and fees associated with your home internet bill
     iii. And even Online Learning Tools for Children: Costs associated with online educational curriculum resources to support children’s learning. This would not include games or toys.

  Web: [https://app.thrivepass.com/login](https://app.thrivepass.com/login)

#6 TIAA & Fidelity Advisors Are Offering Phone/Virtual Consultations
- **TIAA- Health Polzer**
  [www.tiaa.org](http://www.tiaa.org)
  Customer Service 800-842-2776
  Appointment line 800 732-8353
  Upcoming dates 4/27, 5/5, 5/19, 5/28

- **Fidelity- Christian Frost**
  Customer Service 800-343-0860
  Appointment line 800 642-7131
  Upcoming dates 4/21, 5/4, 5/28

#7 Independent Contractor Eligibility Reviews

Effective the 1st of the year, Assembly Bill 5 passed, which required us to now **prove how** the IC engagement is not employment. We have developed an online questionnaire which allows us to simplify the HR internal review assessment. Thank you for continued patience as we work with our colleagues in Legal Affairs and Accounts Payable, Financial Services to streamline the process to review Independent Contractors.