

**Weill Cornell
Medicine**



2017

Benefits Guide



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Weill Cornell Medicine is one of the top-ranked academic medical centers in the nation thanks to our dedicated faculty and staff, and we're dedicated to providing the resources you and your family need to stay well.

We offer a robust benefits package designed to support your physical, mental, financial, and professional health, whether you're just starting your career or planning for retirement. This guide provides an overview of all of the plans available to you in 2017, as well as information to help you make important benefit decisions.

If you have any questions about your benefit options, please contact the HR Solution Center at **646-962-9247**.



Health

Our health benefits include medical, dental, and vision coverage for you and your family. Our plans are designed to help you be proactive about your health and provide comprehensive coverage for ongoing conditions.



Medical, Dental, and Vision

Eligibility and Enrollment

Who's Eligible

- You
- Your spouse or domestic partner (Note that when you cover a domestic partner on a health plan, there may be tax implications. Please contact the HR Solution Center for more information at **646-962-9247**.)
- Your child through the end of the year in which he or she reaches age 26, regardless of whether he or she is a full-time student, tax dependent, or married. (Note that coverage doesn't extend to your child's dependents.)

How to Enroll

- **New Employees:** You must make your benefit elections within 31 days of your hire date. Unless otherwise noted, your coverage becomes effective on the first day of the month coincident with or following your date of employment, as long as you have enrolled in benefits. You'll receive an email from the Benefits Office with information on how to enroll online shortly after you start work at Weill Cornell Medicine.
- **Current Employees:** After your initial 31-day enrollment period, you can change your elections during Open Enrollment, typically held in November each year. At that time, you can enroll in a new type of coverage, change your current plan(s), or add an eligible family member to your coverage without a qualifying event.

If you don't change your benefits during the Open Enrollment period, you'll be defaulted into the following year's version of your current plan(s). Your contributions to a Health Savings Account will continue from year to year, but you must re-enroll in a Flexible Spending Account, if you have one.

You are also able to make changes to certain benefit elections during the year if you experience a qualified life event, such as marriage, divorce, birth or adoption of a child, or loss of coverage. To change your benefit election, please contact the HR Solution Center within 31 days of the event at **646-962-9247**.