

2022 Open Enrollment FAQs

November 1 through November 17

1. What is changing for 2022?

A. The key updates taking effect on 1/1/2022 are listed below:

United Healthcare (UHC) Medical Plans

- The [per pay employee contributions](#) will increase slightly.
- The major attributes of the plan designs will remain unchanged; however, certain benefit provisions are being enhanced to meet the evolving needs of our covered population.
 - Behavioral Health Services received from non-network providers will be covered at the in-network coinsurance level.
 - Outpatient therapy sessions received from non-network providers will no longer require Prior Authorization approval.
 - Services for those having a diagnosis of Gender Dysphoria will be enhanced to cover body contouring services.
 - Dental services such as sedation will be covered for young children and those with special needs.

Kaiser Medical Plans

- The per pay employee contributions are increasing for both the California and Hawaii plans.
- If you are newly enrolling in a Kaiser CA or HI plan you will need to accept enrollment in this plan by signing a Kaiser Arbitration Agreement for 2022. If you do not sign this agreement, you might not be able to enroll in Kaiser plan for 2022.
- If you are currently enrolled in a Kaiser CA or HI plan, you are not required to agree to the arbitration. Please select the appropriate option as a current enrollee.

Delta Dental Plan

- The per pay employee contributions are not changing.
- Annual benefit (per calendar year) and Orthodontic Lifetime maximums are increasing from \$2,000 to \$3,000 .

VSP Vision Plan

- There will be no changes to either per pay employee contributions or the plan designs.

ARAG Legal Plan

- There will be a minimal increase in per pay employee contributions.
- [New Family Service Enhancements](#) have been added related to Family Law services.

Health Savings Account (HSA) Plans

- New 2022 IRS limits of \$3,650 (individual) and \$7,300 (family).
 - The additional \$1,000 catch up contribution still applies for those age 55 and older.
- VMware will continue to contribute to the HSA – \$750 (individual) and \$1,500 (family).
- HSA-eligible elections made during Open Enrollment will receive the full sum on the January 14 pay slip (new HSA participants must satisfy any USA PATRIOT Act of 2001 identity verification needs as may be requested by Health Equity before funds can be deposited into your HSA).

Flexible Spending Account (FSA) Plans

- Dependent Care Flexible Spending Account (FSA) limits revert to \$5,000 annual limit for married filing together or \$2,500 for single filing.

We encourage you to visit the [Benefits site](#) for additional information and resources and be sure to watch our webinars and on-demand videos during our [Online Benefits Fair](#) to learn more about our available offerings.

2. What are the employee contributions for 2022?

- A. Per pay contributions will increase for the UHC and Kaiser medical plan options. You can access the [2022 Employee Contributions](#) on the Benefits website.

Please note that the employee contributions for the HSA PPO Medical Plan, Dental Plan and VSP Core Vision Plan will remain \$0 for employee-only coverage in 2022.

Contributions for both the dental and vision plans will remain unchanged from their current levels.

3. Where do I make my 2022 benefit elections?

- A. Go to [Workday](#) to complete your 2022 benefits elections. You will receive an email notification from Workday on November 1 with the appropriate link to complete your 2022 benefit elections.

For your convenience, the [Workday Mobile app](#) is also available to complete your 2022 benefits elections.

4. Where can I go to receive help understanding which coverage option might be best for me?

- A. Check out [ALEX](#). This is an interactive decision-support tool that acts as an informative, virtual benefits counselor to help you learn more about VMware's comprehensive benefits in a personalized way.

5. What happens if I do not enroll during the Open Enrollment window?

- A. Your current benefit elections and coverage will carry over to the next year **with the exception** of your Flexible Spending Account (FSA) and Health Savings Account (HSA) elections.

You must make new FSA and HSA elections for 2022.

6. How can I find out which benefit plans I am currently enrolled in for 2021?

- A. You can verify your current benefit elections by logging into [Workday](#).
- Workday home page, click the Benefits icon under the Applications section.
 - Under Benefits, click Benefit Elections under the View menu to display your current 2021 benefit elections.

7. What happens if I change the plans chosen from my elections in 2021?

- A. You must remember to enroll any dependents who were previously covered on the old plans. This change is not considered passive, so all updates including dependents must be actively selected for the new plan.

8. Will I receive new cards for 2022?

- A. See below:

Medical and Prescription Drug

You will not receive new cards for the 2022 plan year if you are currently enrolled and do not make any changes to your elections.

If you are currently enrolled but change plans or add/remove dependents, you should receive a new ID card prior to January 1, 2022.

If you are not currently enrolled but newly elect to participate in any of these plans/accounts, you will receive identification cards prior to January 1, 2022.

Health Savings Account (HSA)

You will not receive a new HSA card if you are currently enrolled. Please check your debit card, as it will remain valid until the expiration date.

If you are newly enrolling in the HSA, you will receive your debit card prior to January 1, 2022. However, in compliance with the USA PATRIOT Act of 2001, your account cannot be fully opened and available for fund deposits or use if there are any outstanding identity verification needs.

Please review all communications our account administrator, Health Equity, might send and ensure complete submissions to their Customer Identification Program (CIP) requests as soon as possible, before January 7, 2022, to ensure there is no disruption to your account setup.

Dental and Vision

Neither Delta Dental nor Vision Service Plan (VSP) issue ID cards. You can either print or download a card if needed at [deltadentalins.com](#) or [vsp.com](#).

9. How does the Open Enrollment period for my spouse or domestic partner impact my 2022 benefit elections?

A. If your spouse's/domestic partner's Open Enrollment period occurs **before** VMware's:

- You should compare plans and enroll in the best combination to meet your needs. Beginning November 1, you should still make your 2022 benefit elections during our Open Enrollment period. Open Enrollment counts as a qualifying life event, which enables your spouse/domestic partner to change their benefit elections with their employer if necessary.

If your spouse's/domestic partner's Open Enrollment period **coincides with** VMware's:

- You should compare plans and enroll in the best combination to meet your needs.

If your spouse's/domestic partner's Open Enrollment period occurs **after** VMware's:

- You should still make your 2022 benefit elections during our Open Enrollment period. A spouse/domestic partner going through Open Enrollment counts as a qualifying life event, which enables you to change your 2022 benefit elections by declaring a life event in Workday and selecting "Gains Other or Dependent Loss of Other Coverage".

Please note that you must report changes within 30 days of losing or gaining coverage under your spouse/domestic partner.

10. Are there any changes to my Kaiser HMO enrollment?

A. There are no changes to the Kaiser HMO California or Hawaii plan designs; however, employee contribution rates are increasing.

If you are enrolling in the Kaiser HMO California or Kaiser HMO Hawaii plans, you are required to attest and agree to the Kaiser Arbitration Form. If you choose not to agree, you will not be able to enroll.

If your Kaiser enrollment is processed as a passive enrollment (meaning, you're making no changes to your current coverage elections), you are still required to agree to the Kaiser Arbitration Form prior to January 1, 2022. You can attest to the Kaiser Arbitration agreement online when you access your active Open Enrollment in Workday.

If you fail to attest to the Kaiser Arbitration Form prior to January 1, 2022, your coverage will be terminated for the upcoming 2022 plan year. Should this occur, you will be unable to enroll in VMware benefits unless you experience a qualifying life event.

11. I expect to have a life event change after Open Enrollment ends. How will that affect my Open Enrollment elections for 2022?

A. If you have a qualified life event (i.e., marriage, birth, etc.) after Open Enrollment ends on November 17, 2021, please access [Workday](#). Please check the [Workday Quick Reference Guide](#) page for the appropriate Life Event to process.

Once you submit your qualified life event change, **you will be required** to elect and re-submit your Open Enrollment event again to ensure the change(s) are captured for both 2021 and 2022. [Open Enrollment Quick Reference Guide](#).

Remember, your life event must be reported within 30 days of the event (60 days for birth or adoption).

Should you experience any enrollment issues, please reach out to [HR Source](#) for personal enrollment assistance.

12. Things to remember:

- You can update your HSA election at any time during the plan year, but you must experience a [qualified life event](#) in order to change your FSA election mid-year or any other health plan benefit election mid-year.
- **For 2022 Only:** All 2021 plan year unused FSA account balances (General-Purpose, Limited-Purpose & Dependent Care) will carry over without a limit cap. If you are a new enrollee in the UHC HSA PPO medical plan for 2022, carryover balances from a GPFSA will be recharacterized to a Limited Purpose FSA (LPFSA), which can only be used for Dental and Vision expenses.
- **The Open Enrollment period is your time to make all benefit elections for the 2022 plan year. Requests for changes to your elections after the Open Enrollment period closes will be subject to an appeal process. Only extenuating circumstances will be approved. Please contact HR Source if you feel you have an appeal-eligible circumstance.**

13. Who do I contact for assistance?

- A. For personal benefits assistance, please contact HR Source via a HelpNow ticket at [ASK HR](#) or via phone at 1-888-VMWARE8, select US Benefits. Please note, Open Enrollment questions will not be addressed via VMware Social.

For new Health Savings Account (HSA) participants: Should you receive a request from our accounts administrator, Health Equity, regarding outstanding needs with regard to their Customer Identification Program (CIP) in response to the USA PATRIOT Act of 2001, they are available 24 hours a day, 7 days a week at (866) 346-5800 to assist you.