



Important Updates for Open Enrollment 2022

benefits.vmware.com

UnitedHealthcare Medical Plans

- The [per pay employee contributions](#) will increase slightly.
- Behavioral Health Services received from non-network providers will be covered at the in-network coinsurance level. Services are still subject to Out-of-Network pricing
- Outpatient therapy sessions received from non-network providers will no longer require Prior Authorization approval
- For those having a diagnosis of Gender Dysphoria, services will be enhanced to cover body contouring
- Dental services, such as sedation, will be covered for young children and those with special needs

Kaiser Medical Plans

- The per pay employee contributions for the California and Hawaii plans are increasing
- Effective January 1, 2022, Kaiser HMO requires all newly enrolled participants to agree to the Kaiser Arbitration
- If currently enrolled in a Kaiser medical plan, you are not required to agree to the arbitration
- Arbitration form is accessible during the active Open Enrollment process in Workday

Delta Dental Plan

- Annual benefit (per calendar year) and Orthodontic Lifetime maximums are increasing from \$2,000 to \$3,000

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, 2022, pay slip
- In compliance with the USA PATRIOT Act of 2001, new HSA accounts cannot be fully opened and available for fund deposits or use if there are any outstanding identity verification needs

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
- For the 2022 plan year ONLY: All unused balances in all FSA accounts will rollover with no restrictions or limits
- For plan year 2023, VMware will return to the IRS \$550 rollover and Use It or Lose It plan rules for FSA accounts

Chubb Long-Term Care

- The Long-Term Care (LTC) benefit is designed to help you and your family address potential long-term care needs
- This is a 100% voluntary benefit
- Enrollment for this program is through the [Chubb website](#), not through Workday Benefits