



Fall Semester 2019 | Issue 3

HUSKY HEALTH 2020

The 2020 Husky Health reporting period began on October 1, 2019 and will continue through September 30, 2020 for a 2021 incentive payout.

Husky Health is free, voluntary and offers benefits-eligible Michigan Tech employees more choice and flexibility with their wellness incentives. Husky Health offers many ways to earn up to \$450 towards a wellness incentive.

- **Option 1:** Earn \$200. Get a Blue Cross Blue Shield of Michigan Health Assessment and an annual physical
- **Option 2:** Earn up to \$150. Complete approved health programs or screenings
- **Option 3:** Earn up to \$100. Do approved physical activities and/or nutrition challenges, events, or programs

As a reminder, TechFit will be ending effective December 31, 2019. For questions contact Benefit Services at 7-2517 or benefits@mtu.edu.



BENEFITS OPEN ENROLLMENT

2020 Open Enrollment will begin early November 2019, dates will be announced once finalized.

Open enrollment is your opportunity to assess your individual and family needs and elect the benefit package that is right for you. Open Enrollment will be completed using your MyMichiganTech account with ISO login information.

New for 2020 Open Enrollment: Open Enrollment counts toward Option 2 in Husky Health for 2020

During Open Enrollment you can:

- Maintain same benefits and confirm enrollment for 2020
- Enroll or change Medical, Dental, or Vision coverage for 2020
- Contribute to or change contributions to an HSA or Health Care FSA or Dependent Care Spending Account
- Enroll or change your optional employee life insurance, spouse and/or dependent life insurance, AD&D insurance, LTD buy-up coverage , other voluntary benefits
- Earn Husky Health points for completing Open Enrollment online
- Access the Parking Portal to renew your parking permit

The Benefits Office will be hosting Benefit Forums with information about the Husky Flexible Benefit Plan. The dates, times and locations will be announced soon. Release time will be provided to attend the Benefit Forums.

RSVP OPEN ENROLLMENT

October 31, 2019 is the last day to submit Retirement Supplemental Voluntary Program (RSVP) enrollment paperwork for the 2020 Fiscal Year. Eligible employees interested in exploring retirement options under the RSVP should call or email the Benefits Office to schedule an appointment.

Employees electing the Monetary Retirement Option must retire on or before June 30, 2020. The monetary retirement option provides a benefit equal to 50%, (up to the cap of \$75,607.00) of the eligible employee's annual salary (nine-month salary for faculty) at the time of their actual retirement date.

Prior to electing RSVP, employees must meet with the Benefits Office for a confidential meeting to verify eligibility. RSVP program information may be found online.



For questions or to schedule an RSVP meeting contact Benefit Services at 7-2517 or benefits@mtu.edu.

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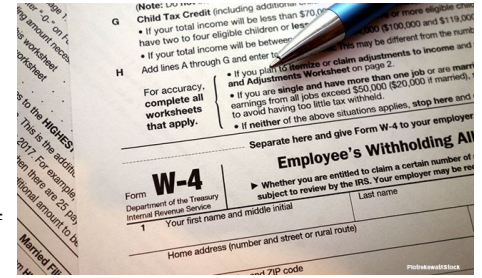
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TAX REFORM: UPCOMING CHANGES TO FORM W-4

As part of the Tax Cuts and Jobs Act, Form W-4 (Employee's Withholding Allowance Certificate) is in the process of being revised by the IRS for tax year 2020. According to the IRS, changes made to the form will aid in making accurate withholding easier for employees.

Further information will be relayed through an article in Tech Today in November when more details are available. To assist you, the IRS has a Tax Withholding Estimator tool available on their website, [IRS.gov/withholding](https://www.irs.gov/withholding). It is recommended that you contact your tax professional if you are unsure about your tax liability. Any changes for tax year 2019 can still be submitted through Employee Self Service in Banweb or via IRS form W-4 for 2019.



Please feel free to contact Payroll Services at payroll@mtu.edu or 487-2130 if you have any questions.

MINIMUM WAGE INCREASING

In early 2019, the Michigan Legislature passed a bill increasing the state's minimum wage from \$9.25 to \$9.87 per hour by January 2021. The first stage increasing the minimum wage from \$9.25 to \$9.45 per hour occurred in March. The next stage will increase the minimum wage from \$9.45 to \$9.65 per hour effective Jan. 1, 2020.

Therefore, all hourly rates that fall below this rate for current employees will be automatically increased. Department generated EPAFs will not be needed.

For jobs starting after Jan. 1, 2020, use the minimum wage of \$9.65 per hour. This change will have an impact on departments that pay students and temporary employees less than this amount.

Jan. 1, 2021 will see an additional increase to \$9.87 per hour.

WINTER WEATHER

With winter weather approaching, now is a good time for departments to discuss communication procedures for weather-related absences. During times when weather conditions deteriorate, each person within the University community must exercise personal judgment on the ability to get to or from campus.

Interruptions in work due to weather are no different than other events that cause us to leave work early or arrive late. The first thing employees should do is contact their supervisors directly and explain the situation.

Hourly employees may use vacation or comp time to make up for hours missed due to bad weather. Exempt employees are expected to fulfill their regular job responsibilities.

For questions or concerns, employees should contact Human Resources at 7-2280 or email Amy Mensch at ajmensch@mtu.edu.

COMMON CONTACT INFORMATION

EPAF Assistance: epaf@mtu.edu or 7-1894
 Report Requests: hrris@mtu.edu or 7-1894
 Banner Access: hrris@mtu.edu or 7-1894
 Payroll Assistance: payroll@mtu.edu or 7-2130
 Benefits Assistance: benefits@mtu.edu or 7-2517
 Employment Assistance: mtu-hr-l@mtu.edu or 7-2280