# Choice Time Open Enrollment

## Reference Guide



Title: Choice Time Open Enrollment

Ministry: Service Alberta

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## Overview

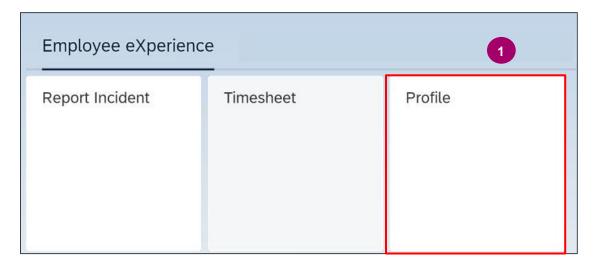
To make changes to your benefits during the annual Choice Time Open Enrollment (OE) period, you can do so through the Employee Self Service feature in 1GX. This reference guide provides instruction on how to do that.

Before starting the process, be sure to review the <u>benefit handbooks</u> for details on the benefit change options allowable during open enrollment.

Please also refer to the <u>Choice Time</u> webpage for additional information and details on open enrollment, including important timelines and deadlines for making your changes and reporting any errors.

## **Getting Started**

Start by logging into 1GX and accessing your Profile.

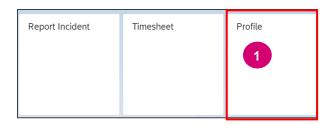


Step #	Description
1	From the 1GX launchpad, click the <b>Profile</b> tile under the <b>Employee eXperience</b> group.

## Adding a Dependent

If you want to add eligible dependents onto your benefit plans, you will first have to add them to your "Dependents" profile in the "Emergency Contact & Dependents" section of your 1GX profile page. In order to do this, perform the steps below to add your dependents.

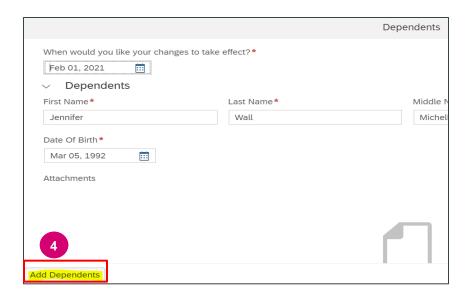
If you do not need to add a dependent, skip ahead to the next section (Accessing the Open Enrollment Screen in 1GX).



Step#	Description
1	From the 1GX launchpad, click the <b>Profile</b> tile under the <b>Employee eXperience</b> group.



Step#	Description
2	Find the <b>Personal Information</b> tab at the top of the page and scroll down to Emergency Contact and Dependents section.
3	In the upper right portion, there is a section labelled <b>Dependents</b> . Click on the pencil icon to begin editing.

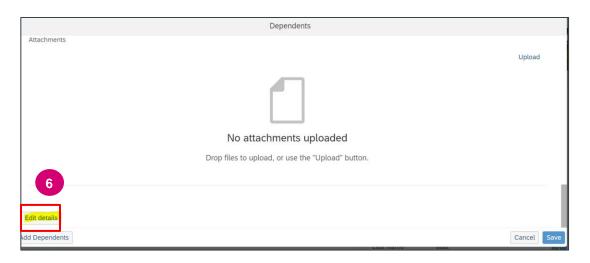


Step #	Description
4	Click the Add Dependents button to add dependent information.

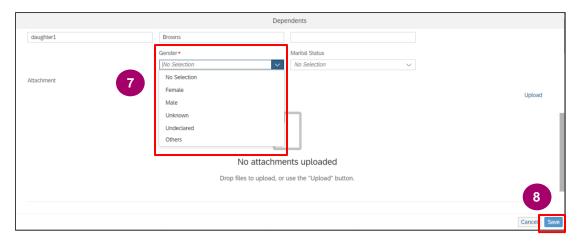
**Note**: Changes made to your dependents will flow through to your Benefits enrollment pages once the workflow is approved by Pay and Benefits.



Step #	Description
5	Fill in the dependent's information (First, Last Name, and Date of Birth) and choose the correct dependent type from the drop-down list. In this example, we will choose Spouse.



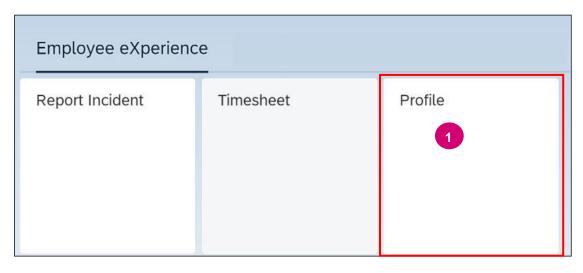
Step #	Description
6	Scroll down the page and click <b>Edit details</b> to access further mandatory fields.



Step #	Description
7	Scroll down further on the page and continue to enter known information about the dependent, including gender which is a <b>mandatory</b> field.
8	Click on <b>Save</b> to finalize dependent's information.

Clicking "save" will create a workflow to Pay and Benefits to approve (within 1-2 business days). Once the workflow is approved, you will receve a message letting you know that your dependent has been successfully added in 1GX. You can then proceed to enroll the dependent in your benefit plan(s). For instructions, proceed through the next sections of this reference guide.

## Accessing the Open Enrollment Screen in 1GX



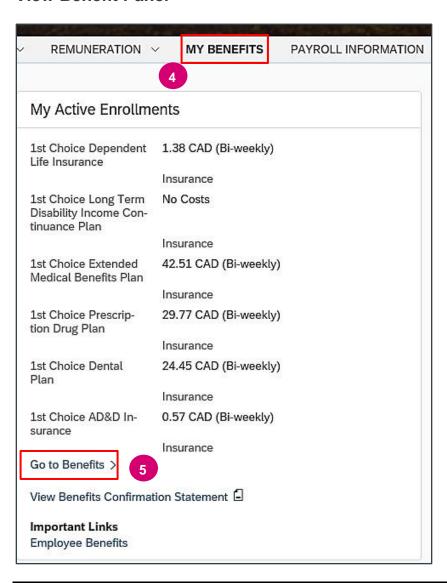
Step#	Description
1	From the 1GX launchpad, click the <b>Profile</b> tile under the <b>Employee eXperience</b> group.



Step #	Description
2	The home page will display.
3	On the header, locate and Click on My Benefits.

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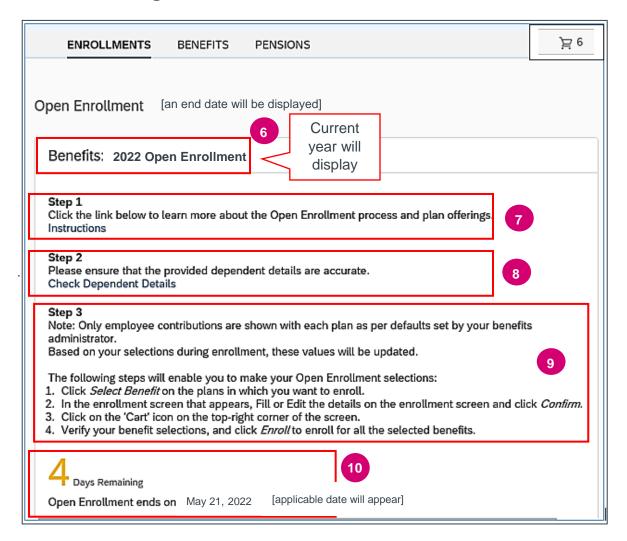
#### **View Benefit Panel**



Step #	Description
4	The Benefits Panel will display.
5	Click on <b>Go to Benefits</b> .

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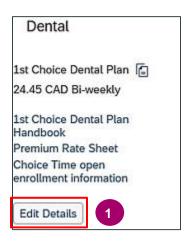
#### **View Benefits Page**

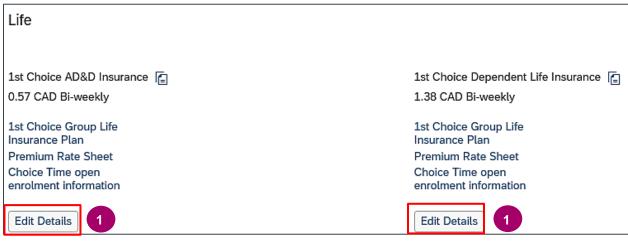


Step #	Description
6	The Title will have been updated to reflect "Benefits: 2022 Open Enrollment". Each year, the current year will display.
7	Step 1 – Review the text and click on the instructions.
8	Step 2 – Allows you to verify dependent details if applicable.  NOTE: if you want to add new dependents to any of your plans, you will first need to add them to the "Emergency Contact & Dependents" panel on your profile. Refer to the <a href="Adding a Dependent">Adding a Dependent</a> section for details.
9	Step 3 – Provides instructions on how to make your Open Enrollment selections.
10	This identifies how many days the employee has to modify benefit selections.

## Benefits that can be Edited or Selected

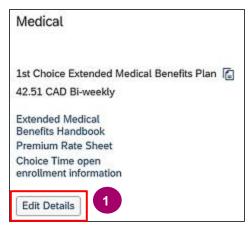
All benefit plans will be listed with the option to "Edit Details" (for plans you are currently enrolled in) or "Select Benefit" (for plans you are not currently enrolled in). **Be sure to review the Benefit Handbooks** for a list of the change options allowable during Choice Time open enrollment.

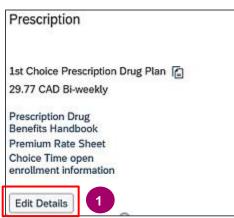






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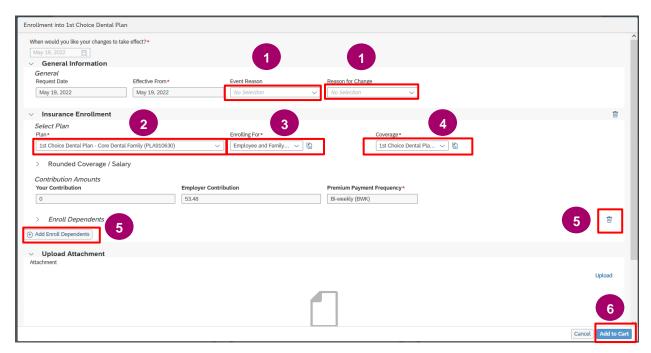
Step#	Description
1	Click on Edit Details or Select Benefit.  • Edit Benefit: Benefit employee currently enrolled in.  • Select Benefit: Benefit employee is not enrolled in.

For further instruction on editing a benefit (including enrolling new dependents), proceed to the <u>Editing an Existing Benefit</u> section.

For further instruction on selecting a new benefit (and enrolling dependents if applicable), proceed to the Selecting a New Benefit section.

#### **Editing an Existing Benefit**

The steps below outline what to do when editing the details for a benefit you are currently enrolled in (ex: You are currently enrolled in Core Dental coverage but want to increase to the Enhanced level).

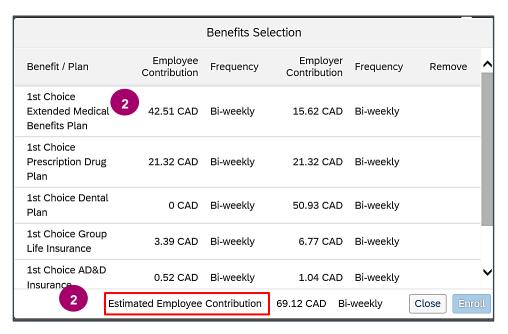


Step #	Description
1	Select Event Reason and Reason for Change: Open Enrollment.
2	Select Plan – click on drop down arrow for list of the benefits.
3	Select Enrolling For – click on drop down arrow for available selections.
	NOTE: For Enhanced Life Insurance, you will need to choose "Yes" or "No" in the Smoking field if reducing your coverage. You will need to select "Not Relevant" if opting out of the Enhanced Life Insurance coverage.
4	Select Coverage.
5	Click on Add Enroll Dependents if adding a new dependent.  Click the Garbage Can icon next to a dependent if removing a dependent.  NOTE: If you are opting out of a benefit, you must click the Garbage Can icon next to each dependent currently enrolled in the coverage before adding the change to the cart.
6	Click on Add to Cart.

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#### **View Shopping Cart**





Step #	Description
1	Click on Cart (top right-hand corner).
2	Cart will show the "Edited" benefit. Cart will show the new rate if applicable. Cart will show the <b>Estimated Employee Contribution</b> . You WILL NOT need to click "Enroll" after adding these changes to the cart. Edits to an existing benefit will automatically be applied and you will be able to view the change in the "Benefits – Insurances" section of your Benefit Panel.

Once you have made all your desired benefit changes and added them to cart, proceed to the <u>View your Benefits Confirmation Statement</u> section of this reference guide, to verify that your changes were applied. If there are any errors or you change your mind, you can re-edit that benefit through 1GX until the end of the open enrolment period. Refer to the section on <u>Making further edits to a Benefit</u> for instructions.

Once the open enrolment period has ended, you are responsible to review your benefits again and report any further errors to the GoA Time and Benefits Help Desk (<a href="GoA.TimeandBenefits@gov.ab.ca">GoA.TimeandBenefits@gov.ab.ca</a>) within the specified timeframes. Details on timeframes to report errors will be available on the <a href="Choice Time">Choice Time</a> webpage during the open enrolment period.

#### **Selecting a New Benefit**

If you want to enroll in a benefit plan you are not currently enrolled in, you will click "Select Benefit" for the plan you want to enroll in, in the Open Enrollment section of your Benefits page (ex: you are currently opted out of Prescription Drug coverage and would now like to enroll in it now).

MyChoice Extended Medical Benefits Plan No Cost

Extended Medical Benefits Handbook Premium Rate Sheet Choice Time Open **Enrollment Information** 

Select Benefit



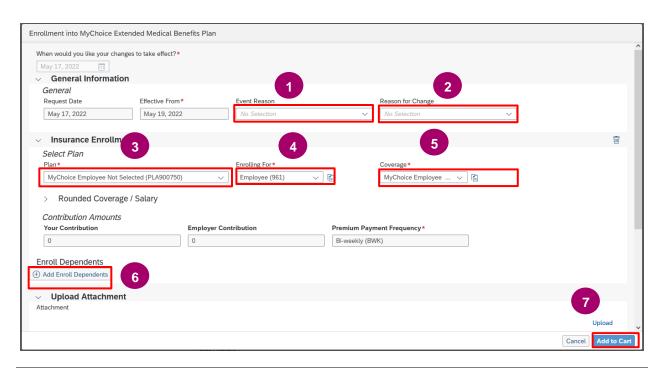
Prescription Drug Benefits Handbook Premium Rate Sheet Choice Time open enrollment information

Select Benefit



Once you have clicked "Select Benefit", the Enrollment screen (below) appears. Detailed steps are provided below.

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Step#	Description
1	Select Event Reason: Open Enrollment.
2	Select Reason for Change: Open Enrollment.
3	Select Plan.
4	Select Enrolling For.
5	Select Coverage.
6	Click on <b>Add Enroll Dependents</b> if adding a dependent.  NOTE: if you want to add a new dependent to your plans, you will first need to add that person as a dependent on the "Emergency Contact & Dependents" panel on your profile. Refer to the section <a href="Adding a Dependent">Adding a Dependent</a> for details.
7	Click on Add to Cart.

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#### **View Shopping Cart**



Benefits Selection				2	
Benefit / Plan	Employee Contribution	Frequency	Employer Contribution	Frequency	Remove
MyChoice Dental Plan	0 CAD	Bi-weekly	53.8 CAD		
MyChoice AD&D Insurance	0.39 CAD	Bi-weekly	0.79 CAD		
MyChoice Group Life Insurance	5.54 CAD	Bi-weekly	11.1 CAD		
MyChoice Extended Medical Benefits Plan	23.33 CAD	Bi-weekly	10.48 CAD	3	W
					4
2 Estimate	ed Employee Co	ntribution : 2	29.26 CAD Bi-wee	ekly	e Enroll

Step#	Description
1	Click on Cart (top right-hand corner)
2	Cart will show the "Selected" benefit with the option to Remove. Cart will show the <b>new rate</b> if applicable. Cart will show the <b>Estimated Employee Contribution</b> .
3	Can remove the benefit if chosen in error by clicking on the <b>garbage can</b> .
4	Click <b>Enroll</b> to complete your enrollment into the new benefit plan.

Once you completed enrollment in your desired benefit plans, proceed to the <u>View your Benefits</u> <u>Confirmation Statement</u> section of this reference guide, to verify that your changes were applied. If there are any errors or you change your mind, you can re-edit that benefit through 1GX until the end of the open enrolment period. Refer to the section on <u>Making Further Edits to a Benefit</u> for instructions.

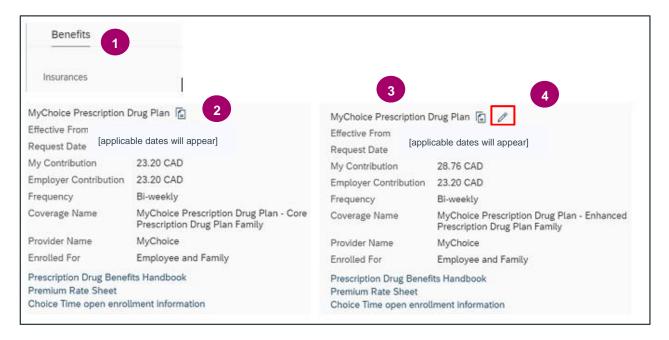
Once the open enrolment period has ended, you are responsible to review your benefits again and report any further errors to the GoA Time and Benefits Help Desk (<a href="mailto:GoA.TimeandBenefits@gov.ab.ca">GoA.TimeandBenefits@gov.ab.ca</a>) within the specified timeframes. Details on timeframes to report errors will be available on the <a href="mailto:Choice Time">Choice Time</a> webpage during the open enrolment period.

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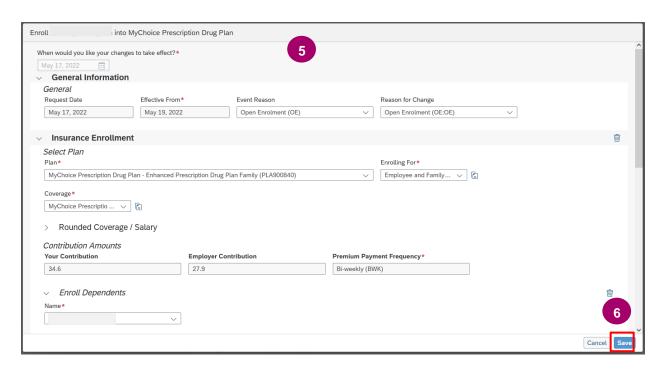
#### Make Further Edits to a Benefit

After you have made an edit to a plan or enrolled in a new plan, that change will now be viewable in the "Benefit - Insurances" section in your Benefit Panel in 1GX. You will be able to make further edits to this benefit, if required, up until the Open Enrollment period ends.

To access the Benefits – Insurance section in your Benefit Panel, follow the same instructions in the section <u>Accessing the Open Enrollment screen in 1GX</u>, but click on "Benefits" tab at the top instead of "Enrollments" (or scroll down the page to the Benefits – Insurances section).



Step #	Description
1	From your Benefits Panel, scroll down to <b>Benefits – Insurances</b> .
2	If you edited an existing benefit, notice the <b>original benefit</b> (and coverage) level) will be listed, but you cannot Edit ( <b>no pencil</b> ).
3	Notice the <b>same benefit</b> will be listed again, reflecting the change you submitted under Open Enrollment – there will be an <b>Edit pencil</b> visible.
	If you enrolled in a new benefit, you will only see the benefit listed once and it will have the <b>Edit pencil</b> visible.
	The "Effective From" date is the date the changes will take effect, which is always at the beginning of the pay period that includes July 1st.
4	Click on <b>Pencil</b> .



Step #	Description
5	The above screen will display. Make any further changes required.
6	Click on Save on the bottom right corner.
	Check on the <b>Benefit Insurance</b> section of the Benefit Panel for changes, or view your Benefit Confirmation Statement to ensure the change is reflected. See <u>View your Benefits</u> <u>Confirmation Statement</u> section for details.

#### **Editing Life Insurance enrollment details**

Life Insurance coverage can be changed anytime, including during open enrollment; however, only certain changes are allowable through employee self-service.

#### Decrease coverage:

- If you want to *decrease* your **Basic (Core) group life insurance** coverage down to the mandatory 1x level, you can do so through employee self-service, through a 3-step process (outlined below).
- If you want to decrease your Enhanced life insurance, you can also do that through employee self-service, but you will not need to follow the 3-step process below. You can simply reduce the coverage through the steps outlined in the Editing an Existing Benefit section of this document.

#### Increase coverage:

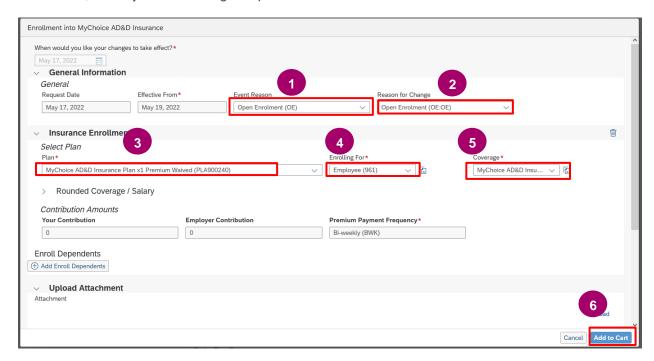
If you want to increase your life insurance (including enrolling in Enhanced Life insurance for the
first time), you will be required to submit an Evidence of Insurability application to Canada Life for
approval.

Please review the <u>benefit handbooks</u> for further details on making changes to your life insurance, including where to access the Evidence of Insurability application form if you want to increase your coverage or enroll in Enhanced life insurance.

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#### 3-step process to decrease your Basic (Core) life insurance during Open Enrollment:

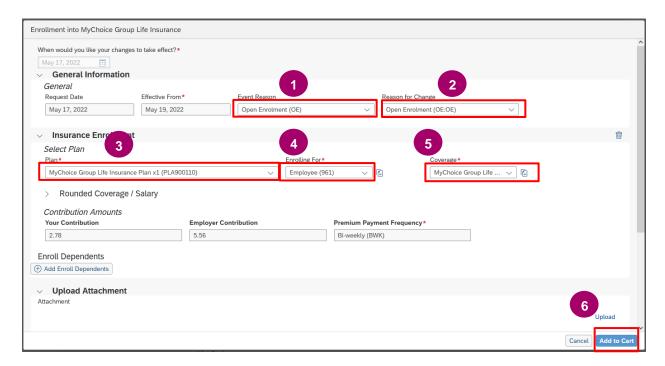
**Step 1: Edit your AD&D coverage:** Under the Open Enrollment section, click "Edit Details" for your AD&D Plan, and adjust the coverage to "premium waived".



Step #	Description
1	Select Event Reason: Open Enrollment.
2	Select Reason for Change: Open Enrollment.
3	Select Plan: AD&D Insurance Plan x1 Premium Waived.
4	Select Enrolling For: Employee.
5	Select Coverage: AD&D Insurance Plan x1 Premium Waived.
6	Click on Add to Cart.

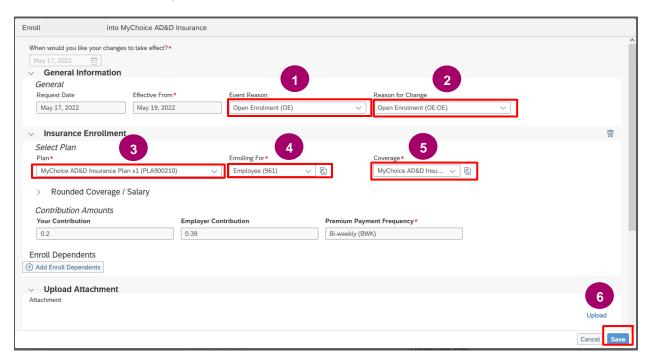
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Step 2: Edit your Life Group Life Insurance plan to reduce the coverage: Under the Open Enrollment section, click "Edit Details" for your Group Life insurance Plan, and reduce the coverage level from 2.5x to 1x.



Step #	Description
1	Select Event Reason: Open Enrollment.
2	Select Reason for Change: Open Enrollment.
3	Select Plan: Group Life Insurance Plan x1.
4	Select Enrolling For: Employee.
5	Select Coverage: Group Life Insurance Plan x1.
6	Click on Add to Cart.

Step 3: Go back and edit your AD&D coverage to match your life insurance selection: Under Benefits - Insurances, edit your AD&D to be the 1X Plan.



Step #	Description
1	Select Event Reason: Open Enrollment.
2	Select Reason for Change: Open Enrollment.
3	Select Plan: AD&D Insurance Plan x1.
4	Select Enrolling For: Employee.
5	Select Coverage: AD&D Insurance Plan x1.
6	Click on Save.

Once you have made all your desired changes and added them to cart, proceed to the <u>View your Benefits</u> <u>Confirmation Statement</u> section of this reference guide, to verify that your changes were applied. If there are any errors or you change your mind, you can re-edit that benefit through 1GX until the end of the open enrolment period. Refer to the section on <u>Making further edits to a Benefit</u> for instructions.

Once the open enrolment period has ended, you are responsible to review your benefits again and report any further errors to the GoA Time and Benefits Help Desk (<a href="GoA.TimeandBenefits@gov.ab.ca">GoA.TimeandBenefits@gov.ab.ca</a>) within the specified timeframes. Details on timeframes to report errors will be available on the <a href="Choice Time">Choice Time</a> webpage during the open enrolment period.

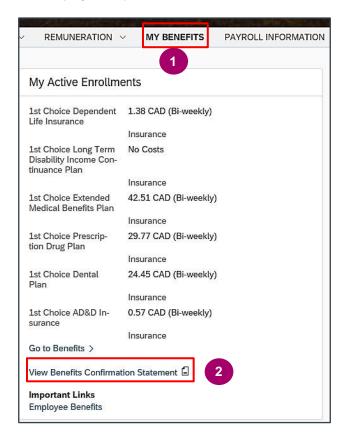
### View Benefits Confirmation Statement

Once you have made your allowable benefit changes, you will be able to view them immediately on your Benefit Confirmation Statement, by viewing the statement "as of" the date the changes will take effect (which is always the first of the pay period following the open enrollment period).

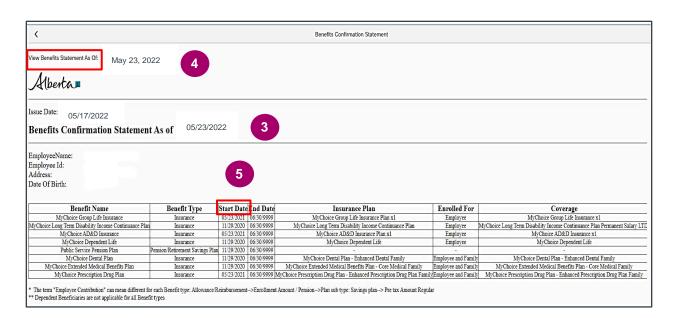
If you make changes to your benefits during open enrollment, you are responsible to view your Benefit Confirmation Statement to ensure the changes were applied correctly.

If there are errors, you must to report those errors to the GoA Time and Benefits Support Line at (780) 644-8114 or <a href="mailto:goa.timeandbenefits@gov.ab.ca">goa.timeandbenefits@gov.ab.ca</a> before the reporting deadline.

For details on the timeline for verifying your changes and reporting errors, please refer to the "Choice Time Employee Report" available on the <u>Choice Time</u> webpage.



Step#	Description
1	From your Employee Profile page, click on My Benefits.
2	Click on View Benefits Confirmation Statement.



Step #	Description
3	The statement opens to current date and shows the start date of your current benefit selections.
4	Top left-hand corner: <b>View Benefits Statement As Of:</b> Change date to will display the beginning of the pay period that July 1 <sup>st</sup> falls.
5	The <b>Start Date</b> will now reflect the date of the benefit changes you made during Open Enrollment.

If there are any errors on your Benefit Confirmation Statement or you changed your mind, you can re-edit that benefit through 1GX until the end of the open enrollment period. Refer to the section on <a href="Making further edits to a Benefit">Making further edits to a Benefit</a> for instructions.

If the open enrollment period has ended, you are responsible to review your benefits again and report any further errors to the GoA Time and Benefits Help Desk (<a href="mailto:GoA.TimeandBenefits@gov.ab.ca">GoA.TimeandBenefits@gov.ab.ca</a>) within the specified timeframes for reporting errors. Details on timeframes to report errors will be available on the Choice Time webpage during the open enrollment period.