



Full-Time **Non-Exempt** Teammates

Benefits Eligibility and Enrollment Details

You are **not** automatically enrolled. You have **30 days from your hire date** to select your benefits in Workday. Get started today!

On Day 1 You Become Eligible For:

Basic Life & AD&D - Company Paid
(Accidental Death and Dismemberment)

- **Complete Life and Accident Beneficiary Designation on the Workday App**

Employee Assistance Program

Legal Plan

Pet Insurance Discount Program

Teammate Discount Program

Optional Teammate Life

Spouse Life and Child Life

Optional AD&D Teammate and Family

Accidental Injury

Critical Illness

Hospital Indemnity Insurance

On Day 60 You Become Eligible For:

Medical

Prescription

Dental

Vision

Flexible Spending Accounts

Long Term Disability - Teammate Paid

- 60% of base pay, up to \$5,000 per month
- Begins after 26-week elimination period (STD)
- Plan options available:
 - Plan 1 - Up to 2 years of benefits
 - Plan 2 - Up to 5 years of benefits
 - Plan 3 - Up to age 67 or retirement age

On Day 90 You Become Eligible For:

401(k) Profit Sharing Plan

- **Complete Designated Beneficiary election online on the Merrill portal benefits.ml.com**

Tuition Assistance

On Your 1-Year Work Anniversary You Become Eligible For:

Short Term Disability - Company Paid

- After 7 day waiting period benefits available up to 25 weeks
- STD benefits are 60% of gross pay, up to \$1,000 per week

Parental Leave

- Birth parent: 6-8 weeks
- Non-birth parent: 1 week
- Subject to eligibility and documentation requirement

Making Benefit Elections In Workday Mobile App



THIS JOB AID IS FOR: ALL TEAMMATES

TASK: MAKING BENEFIT ELECTIONS IN WORKDAY MOBILE APP

This job aid outlines how a Teammate can make benefit elections when onboarding, transitioning from part-time to full-time, or during open enrollment in the Workday mobile app.

Note: Before you begin, please ensure:

1. As a New Hire, you have 30 days from your hire date to enroll in your benefits.
2. You will need the social security number and date of birth for each dependent.
3. Have dependent verification documents ready to upload.
 - **Spouse** – Marriage Certificate and Proof of Joint Ownership document such as Tax return, Bank Statement, or Current Utility Bill.
 - **Children** – Birth Certificate.
 - **Step-Children** – Birth Certificate & Marriage Certificate.
 - **Adopted Children** – Legal Adoption Certificate.
4. After initial enrollment, changes can only be updated during open enrollment or due to a qualifying life event (marriage, divorce, birth, etc...)

ENROLLING IN BENEFITS

1. Download the Workday mobile app to your device.

On the Workday Home Page

1. Click on the **"My Task"** icon at the bottom of the page.
2. Click on the **"New Hire Benefit Enrollment"** task, then click **"Let's Get Started."**
3. Click on **"Enroll"** to review available benefit coverages.
4. To choose the benefit coverage desired, click **"Select"** or **"Waive."**
5. Click **"Save"** in the right-hand corner to proceed to the next page.
6. To add a dependent, click **"Add New Dependent."**
7. Complete all required fields, (*) providing a **"valid SSN for each dependent."**
8. When finished entering all dependents, **"check the box"** next to each dependent added.
9. Click **"Save"** in the right-hand corner to proceed to the next page.
 - Once all dependents have been added and no further modifications are required, select **"Cancel"** to return to the enrollment page and proceed with making your elections.
10. Review the **"Cost Per Paycheck"** for the elected benefits at the top of the page.
11. Once finished, click **"View Summary"** at the bottom of the page.
12. If dependents were added, scroll to **"Attachments"** and upload the necessary documents from the list above to verify eligibility.
13. Review the summary page details, complete the Electronic Signature by selecting **"I Accept,"** and click **"Submit."**
14. Your benefit elections will then be sent for processing and approval.
15. Click **"View Benefits Statement"** to print your confirmation form.

Note: These elections are final until the next annual open enrollment or if a qualifying life event occurs.

Allow 48 hours for processing and approval. You will be notified if additional documentation is needed. The additional documents must be uploaded within 72 hours of notification.

Reviewing and Updating 1095 Elections

1. On the main screen, select **"Benefits and Pay"** in the app.
2. Click the upper right menu option (three lines) and choose ACA Forms under Benefits.

Questions?
Contact the Benefits
Hotline: 888-403-6089