

Mid-Year Benefit Changes

If you experience a change in your personal or work life that impacts your State Employee Health Plan (SEHP) benefit elections, KU Benefits is ready to help you navigate the change process. Please see the notes below to help you make Mid-Year changes to your benefit elections.

All changes require you to enter your request into the Membership Administration Portal (MAP) within 30 calendar days from the date of family status change.

Required documentation to request a Mid-Year Change:

The following items are appropriate supporting documentation required to be uploaded into MAP with the Enrollment or Change Request when adding or removing eligible individuals. Listed below you will find the most common Mid-Year Changes. Additional Changes can be found in the [State Administration Manual](#) starting on page 18.

Change in Family Status	Type of Documentation	Documentation to add person(s) to Insurance
Marriage	Marriage License Completed in English	Spouse and stepchild
Birth	Birth certificate or hospital birth announcement in English. <i>Note:</i> If you add a newborn to coverage, you will need to provide a Social Security Number. Until you receive the actual SSN, you can use the number 777-77-7777 when adding family member information in MAP.	Newborn
Adoption	Petition for adoption or placement agreement completed in English for dependent child Court order completed in English for dependents who are not biological or adopted children of the primary member	Adopted Child(ren)
Adoption of a Grandchild(ren)	Certificate of birth completed in English and Dependent Grandchild Affidavit for children born to a covered dependent (grandchild), along with copy of current years filed Federal tax return for proof of financial dependency and residency.	Grandchild(ren)
Divorce	First and last pages of the final divorce decree including court recorded date stamp and judge's signature	Spouse, Child(ren)
Continuation of Coverage for a Disabled Child(ren)	An Application for Coverage of Permanent and Totally Disabled Dependent Child affidavit for covered dependent children aged 26 or older and copy of current years	Disabled Child(ren) over age 26

	filed Federal tax return for proof of financial dependency and residency.	
Loss of Other Coverage	A certificate of credible coverage, or a letter from the employer on the employer's letterhead, stating that you (and listing any covered dependents) who have been removed from the plan you were previously covered under and the date that coverage will end.	Entire Family, Spouse, Child(ren)
Death of a Dependent	Death Certificate	Spouse, Child(ren)

NOTE: In order to match documentation for a spouse or dependent(s) to the appropriate primary member, the documentation must be legible. Documentation is uploaded through the primary member's record in MAP.

Uploading Documentation into MAP

Member Portal
Account Overview [Logout](#)

Add Family Member

Prefix

First Name

Middle Name

Last Name

Suffix

Date of Birth

Social Security Number

Gender

Relationship

Marital Status

Race

Ethnicity

Dependent Documentation

Only the following document types will be allowed. PDF, PNG, JPG, GIF, TIFF.

[What documents do I need to upload?](#)

Scan the required documentation and login to [MAP](#). After you enter your login information, scroll to the bottom of the Member and Family Tab. You will see the image below; select browse and upload all required documents.

Document Upload

Upload Documents to Attach to Your Membership Record

Please click on the "Browse" button to select documents from your computer that can be securely uploaded to your member record. Please only upload documents as requested by the State Employee Health Plan.

Multiple Documents: If you need to upload several documents you can select and upload them all at the same time or individually.

Only the following document types will be allowed. PDF, PNG, JPG, GIF, TIFF.

Browse...

Upload Documents

After you have uploaded the required documentation, follow the steps below to complete your mid-year status change:

1.) Click Mid-Year Benefit Changes Tab as indicated below:

The screenshot shows the Member Portal interface. At the top, there is a blue header with "Member Portal" on the left and "Account Overview" and "Logout" on the right. Below the header is a dark blue bar with "Account Overview" in white. Underneath is a navigation bar with several tabs: "Mid-Year Benefit Changes", "Enrollments & Events", "Forms", "Billing", "Documents", and "Payment History". A red arrow points to the "Mid-Year Benefit Changes" tab. Below the navigation bar is a light blue section titled "Member & Family Information" with the subtitle "Add and Edit Family Members". Under this section are four tabs: "Family Member (click to view)", "Relationship", "On Benefits", and "Eligible". At the bottom of the page, there are two green buttons: "Add Family Member" on the left and "Edit Your Information" on the right.

2.) Then select start a New Request.

The screenshot shows the Member Portal interface with the "Mid-Year Benefit Changes" tab selected. The header is the same as in the previous screenshot. Below the header is a dark blue bar with "Account Overview" in white. Underneath is a navigation bar with several tabs: "Member & Family", "Benefits", "Mid-Year Benefit Changes", "Enrollments & Events", "Forms", "Billing", "Documents", and "Payment History". Below the navigation bar is a light blue section titled "Mid-Year Benefit Changes" with the subtitle "Change Requests". Under this section is a table with the following columns: "Request Type", "Request Date", "Status", and "Actions". The table contains one row with the text "No Active Requests". To the left of the table is a text box that says "The table to the right contains a list of all your currently active change requests. These requests may have been submitted by you, or may have been submitted on your behalf by your Human Resources representative." A red arrow points to a blue button labeled "Start a New Request" located below the text box.

3.) Choose one of the four options listed below:

- Newly Eligible Dependent (Adoption, Birth, Marriage, Gained Custody)
- Add/Drop a Dependent due to a Change in Coverage (Marriage, Loss of other coverage)
- Death of Spouse or Dependent
- Remove Ineligible Dependent (Divorce)

Mid-Year Benefit Change Request

Cora Alviren Blew > Mid-Year Benefit Change > Choose a Request Type

Choose a Request Type

- Member Requests**
- Member Waive Coverage (Mid-Year)
 - HSA Mid-Year Change
 - FSA (Health Care / Limited Scope) Mid-Year Change
 - FSA (Dependent Care) Mid-Year Change
 - Communication Form
- Dependent Requests**
- Newly Eligible Dependent
 - Add/Drop a Dependent due to a Change in Coverage
 - Death of Spouse or Dependent
 - Remove Ineligible Dependent

 I have read and agree to the [User Agreement and Attestation](#)

Select the applicable option as listed below, enter in the date of the event and include any necessary notes. **If you make changes to dependent coverage, you will need to provide specific instructions in the Request Note box about whether the dependent(s) will keep or be removed from medical, dental and/or Surency Vision coverage.**

Then select the green Submit Request button to complete your enrollment.

Newly Eligible Dependent

- Reason for Dependent Eligibility**
- Marriage
 - Birth of Dependent
 - Adoption of Dependent
 - Gained Custody of Dependent

Date of Event

Please select the Dependent(s) you wish to add to benefits

[Not seeing the dependent you wish to add?](#)

Request Note

 [What happens when I submit a request?](#)**Premium Adjustment**

Employees who make changes in coverage because of life events, may see a delay from the time they enroll or initiate a change in MAP to when the premium is deducted from their paychecks. Premium

changes will be reflected on paychecks after the SEHP processes the enrollment or change and sends that information to KU.

- As employees generally have 30 days in which to request a change because of a life event, the premium change could be retroactive and result in multiple premiums deducted from a paycheck.
- If the retroactive premium adjustment will be greater than \$500, the Benefits Office will send an email to inform you.
- To minimize retroactive premium deductions, you are encouraged to enroll or make mid-year changes as early in the 30 day period as possible.

Premium Rates

For rates information, please visit the active employee booklet located at:

<http://humanresources.ku.edu/your-sehp-benefits>

Updating Beneficiaries

[Visit Changes & Life Events page](#) to access a beneficiary form to change your Basic or Optional Group Life Insurance beneficiary. After the form is completed please forward to the HR Benefits office by either fax 785-864-5200 or by campus mail to “Human Resources – Benefits”.

Need Help?

KU Benefits is here to assist you.

Hotline: 785-864-7402 to speak to a Benefits Specialist (Monday - Friday, 8:00 am - 5:00 pm CST)

In Person: 150 Carruth-O'Leary, 8:00 a.m. to 5:00 p.m., M-F

Email: benefits@ku.edu