

What You Need to Know

2024 1095-C ACTION NEEDED

The 1095-C form contains sensitive and confidential information about employees who were eligible for UNI health insurance in 2024, and if applicable, their dependent(s) who were enrolled in UNI health insurance during this time. Therefore to reduce mailing errors and conserve university resources, please access [UNI Works](#) and select the 'Receive electronic copy of 1095-C' option (view the [1095-C Form Job Aid](#) for instructions). **We ask that you make this update to your printing preference by February 7, 2025.**

About This Form

As part of the Affordable Care Act (ACA), employers are required to provide the IRS 1095-C form to employees who were offered and/or are enrolled in employer health insurance in 2024. The university will provide the 2024 1095-C form electronically in [UNI Works](#) prior to the March 3, 2025 deadline.

You will not see your 2024 1095-C form on your UNI Works Benefits and Pay app until it is populated. Human Resource Services will send an email informing you when it's available.

While you **DO NOT need the IRS 1095-C form to file your 2024 tax return**, you do need to keep it with your important tax documents. To show proof of health insurance coverage in 2024, UNI provides this information to the IRS on your behalf. For more information about the IRS 1095-C form, please visit the [HRS supporting webpage](#).

Deadline for 2024 Flexible Spending Account (FSA) Contributions

March 15, 2025, is the last day to experience claims for your 2024 [Flexible Spending Account \(FSA\)](#). Make sure all claims are submitted to ASIFlex by March 31, 2025 as unused balances will be forfeited. You may use the convenient [ASIFlex app](#) or upload claims through [ASIFlex.com](#). Don't forget you may also use your remaining 2024 balance by visiting [FSASore.com](#) to purchase eligible items, which include [over-the-counter items](#).

Upcoming Sessions

- 5
Feb

Preparing for Tax Season: What You Need to Know

Wednesday • 1 p.m.

[Register now](#)
- 28
Feb

Understanding Retirement Health Care Options

Friday • Noon

[Register now](#)

All HRS Events



Retirement Webinars

- 12
Feb

TIAA: Retirement Planning Across Generations and Demographics

Wednesday • 11 a.m.

[Register now](#)
- 13
Feb

IPERS: Creating a Secure Retirement

Thursday • 9 a.m. - 3:30 p.m.

[Register now](#)
- 27
Feb

TIAA: Family Wealth Education

Thursday • Noon

[Register now](#)

Did You Know?

Avesis Member Portal

Have you re-registered for the Avesis member portal? The Avesis member portal was recently updated requiring all existing members to [re-register](#) for their portal access. If you are newly enrolled in the [Avesis vision insurance plans](#) for 2025, you can also get registered. By completing these steps now you will have more readily available access should something come up that you would need your vision benefits.

Information that the portal provides you:

- Provider search
- Viewing benefits and usage
- Printing ID cards

For a complete guide to the portal, please see the following [guide](#).

Tax Season Prep

It's that time of the year again, tax season. While you gather your documents and information to prepare to file your 2024 taxes, do you have all of the things you need? Are you up-to-date with the current tax laws? Do you have questions but don't have a tax professional to turn to? UNI's very own Cathalene Bowler, Associate Professor of Accounting, will be presenting on all the things we need to know about taxes on February 5 at 1 p.m. via Zoom. Cathalene will also discuss the [UNI VITA program](#). [Click here](#) for more details on this session and to register, or see the Upcoming Events section below.

Heart and Stroke Awareness

February is National Heart Month. According to the [American Stroke Association](#), stroke is the second leading cause of death in the world. Stroke is also a leading cause of disability, but most of all strokes are preventable. Lower your chances of having a stroke by identifying your risk factors, working with a medical professional to lower your risk through lifestyle changes and, if necessary, medication. Lastly, learn to recognize the signs and symptoms of a stroke. Doing so has the potential to save lives.

Recognize the warning signs of a stroke by thinking F.A.S.T.

- F** : Face Drooping
- A** : Arm Weakness
- S** : Speech
- T** : Time to Call 911

Volunteer Opportunities

Being a part of the community you live in is more than just living in your community. Getting involved in an organization or volunteering can connect you in ways you never thought of, and can be so fulfilling. Not sure where to begin? The [Volunteer Center of Cedar Valley](#) is a great place to start! You can browse different agencies and events that are needing volunteers and sign up on their website.



Monthly Motivator

The February [monthly motivator](#) from Employee & Family Resources (EFR) is encouraging us to bring more laughter into our days. This is important all year, but especially this time of year. We are in the dead of winter and although the days are literally short, the days and weeks can drag on as we wait for spring and warmer weather. Incorporating any kind of positive actions into your day, no matter how small, can make a big impact.

Recognizing Our Retirees

Brian Looby
Budget Analyst, Facilities Management
36 Years of Service, Retiring in February

Retirement Readiness

The Human Resource Services Benefits Team is here to help employees with retirement benefit questions. If you plan to retire please email hrr-benefits@uni.edu or call 319-273-2423. For additional information on retirement, visit [Retire from UNI: Next Steps](#).