February 2025

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 <u>1095-C Form Job Aid</u> 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

Contributions

are enrolled in employer health insurance in 2024. The university will provide the 2024 1095-C form electronically in <u>UNI Works</u> 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

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)**

documents. To show proof of health insurance coverage in 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

March 15, 2025, is the last day to experience claims for your 2024

through ASIFlex.com. Don't forget you may also use your remaining 2024 balance by visiting <u>FSAStore.com</u> to purchase eligible items, which include over-the-counter items. **Upcoming Sessions**

All HRS Events

Season: What You Need to Know Feb

28

Feb

5

Wednesday • 1 p.m. **Understanding** Retirement Health Care

Preparing for Tax

Register now

Register now

TIAA

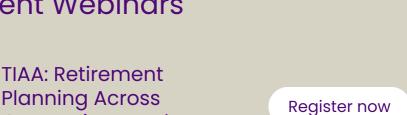
Options

Friday • Noon



12

Feb



IPERS: Creating a 13 Secure Retirement Feb Thursday • 9 a.m. - 3:30 p.m.

Generations and Demographics

Wednesday • 11 a.m.

Register now

Register now

Did You Know?

Feb

Avesis Member Portal

Information that the portal provides you:

Viewing benefits and usage

Have you re-registered for the Avesis member portal? The Avesis member portal was recently updated requiring all

existing members to <u>re-register</u> for their portal access. If you

something come up that you would need your vision benefits.

TIAA: Family Wealth

Education

Thursday • Noon

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

Provider search

 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-todate with the current tax laws? Do you have questions but don't

1 p.m. via Zoom. Cathalene will also discuss the <u>UNI VITA</u> program. Click here for more details on this session and to

register, or see the Upcoming Events section below.

Heart and Stroke Awareness

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

A: Arm Weakness

T: Time to Call 911

S: Speech

February is National Heart Month. According to the <u>American</u> 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

Being a part of the community you live in is more than just living

<u>Center of Cedar Valley</u> is a great place to start! You can browse different agencies and events that are needing volunteers and

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

Volunteer Opportunities

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

Retirement Readiness

36 Years of Service, Retiring in February

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

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