

Increase/Decrease in Hours

You may have recently experienced a change in your standard scheduled hours that could impact your benefits eligibility. Employees will have 31 days from the date of promotion or transfer to update their benefit enrollments.

Here are a few things to keep in mind:

- If you are manager or supervisor and have new employees reporting to you, please make sure to submit a Direct Report Request Form. Please submit the request to humanresources@columbuslibrary.org. The form is available on MyCML under Forms & Templates→Forms.
- There is a one-week delay in updating transfers and promotions in ADP due to check processing. Your work profile will be updated in the second week of the payroll period.
- Refer to the Summary of Benefits Chart to see which plans you may be eligible for.
- If you are going from part time to 30+ hours per week, you may now qualify to elect additional benefits. When you log into ADP:
 - o A window will open up and you can follow the prompts to sign up for benefits.
 - o You can also go Myself→Benefits→Enrollments to access the Work Event enrollment window.
- If you are going from part time to full time or vice versa, ADP will prompt you to review and update your benefits through the ADP enrollment window. Please confirm these benefits within your qualifying window.
- Employees going from full time to part time may qualify for ACA coverage (premiums at the full-time rate) for the remainder of the plan year. Please reach out to payrollbenefits@columbuslibrary.org for additional information.
- If you need to update your tax information, you can do so by going to Myself→Pay→Tax Withholdings.
- If you are moving to a new location or department, you can view your work information and make changes to work phone number by going to Myself→My Information→Profile and clicking on View More under Work Info.

For a summary of benefits, please review the [Benefits Eligibility Chart](#).

If there's any discrepancy between this document and CML's Policies and Procedures(P&Ps) or benefits plan documents, CML's P&Ps/benefits plan documents prevail.

