Podcast Transcription

Fly by Night: Captain Ben Douglas, R&I Committee Chairman, Annual Benefits Enrollment

Captain Chris Lee My guest today is R&I Committee Chairman, Captain Ben Douglas. Thanks for coming Ben. The pilots' annual benefits enrollment period is now open. Remind the pilots what those dates are.

Captain Ben Douglas So, Chris, open enrollment began October the 12th. And it's going to end on October 26, 2020.

Captain Chris Lee And what elections are the pilots allowed to make during this period?

Captain Ben Douglas The big ones are the medical plans, the dental and vision plans. With respect to the medical plans, for domestic pilots you have the option of electing the Buy-Up plan, the CDHP plans, which are also known as the Consumer Driven Healthcare plans. If you live in Hawaii you have the Hawaii plan option and for FDA pilots your international plan is known as the GeoBlue plan. One thing to note on the Consumer Driven Healthcare plans, you have to make an election either for the HSA or the HRA option. And also during the open enrollment period, you'll have the option to select an FSA, which is a Flex Spending Account. You can elect supplemental life insurance plans offered by the Company, accidental death and dismemberment allotments. And then there's some voluntary plans like the legal Hyatt Plan or the critical illness and accidental insurance. Now, this is not all encompassing, but those are just a few of the voluntary plans that you can elect.

Captain Chris Lee So it's important for pilots to make these selections during this enrollment period. What happens to the pilot that does nothing?

Captain Ben Douglas So if you don't go in during this election period, then it will default to whatever you chose for 2020 with the exception that pilots must make an election for the FSA. Your FSA election will not default to the previous 2020 election. You have to go in and do that.

Captain Chris Lee Talk to the pilots about the new website that's associated with the annual benefits enrollment period.

Captain Ben Douglas So we've moved to fedexpilots.bswift.com. That's the new platform. It's interactive. There is an assistant, a virtual assistant that'll help you walk through these processes to help you better understand which elections would be more appropriate for your needs and for your family's needs.

Captain Chris Lee The R&I Committee has put together a slideshow presentation with audio that goes into a lot of these insurance benefits, correct?

Captain Ben Douglas That's correct. So we typically do an annual open enrollment benefit seminar in conjunction with the Company. However, due to the current COVID situation, we've elected to do those voiceover presentations. They are located on the R&I page at fdx.alpa.org.

Captain Chris Lee With regards to the fedexpilots.bswift.com website, are there any login procedures that pilots need to be aware of?

Captain Ben Douglas So as a first time login, you'll want to use your employee ID as the user name and the last four digits of your Social Security number as the password. And then you'll be prompted to change your password after your initial login.

Captain Chris Lee If a pilot has a question regarding the annual benefits enrollment, how would they reach out and contact you guys?

Captain Ben Douglas So we would ask them to go to fdx.alpa.org, go to the PDR section and click on R&I and then just send us a message and we'll get back to you promptly and help you work through any issues you may have.

Captain Chris Lee Any final thoughts?

Captain Ben Douglas Yeah, Chris, just one last thing. Just as a reminder. So it opened October the 12th, enrollment closes October the 26th. You'll go to fedexpilots.bswift.com, make your elections again for those big elections and voluntary plans. And I just appreciate being here today.

Captain Chris Lee Well, thanks again for coming, Ben, and thanks for listening. If you have any questions as Ben mentioned, go to fdx.alpa.org and utilize the PDR link. As always, be safe out there and we'll see you next time.