2022 Open Enrollment:
November 1 – 19, 2021
Benefits Effective January 1, 2022

Columbia University Benefits

As a member of Local 1199 SEIU (Clerical & Cafeteria Units), Local 100 UNITE HERE (Faculty House), MEBA or MM&P, you can take advantage of a comprehensive benefits package. We are committed to providing valuable benefits and resources to help you manage healthcare costs.

You must enroll in your 2022 benefits by November 19, 2021. Remember: The choices you make during Open Enrollment will stay in effect all year—unless you experience a Qualified Life Status Change (see page 2 for details).

What’s New for 2022

- The full amount of unused Healthcare and/or Dependent Care FSA funds can be carried over from 2021 to 2022. The amount that can be carried over from 2022 to 2023 will be $550 for the Healthcare FSA and $0 for the Dependent Care FSA.
- 2022 Open Enrollment Information Forums will be virtual. Join us. Go to humanresources.columbia.edu/oe-forums for schedule and registration link.
- Voluntary Retirement Savings Plan (VRSP) participants may receive a distribution of up to $5,000 for the birth or adoption of a child, without a penalty. Contact TIAA and/or Vanguard directly with questions or to request a distribution.
- Local 100: The Child Care Benefit age requirement has increased to under age 6 and not yet in kindergarten.

Log in to CUBES to Enroll

The Columbia University Benefits Enrollment System (CUBES) gives you secure access to personalized information about your benefits. The site is available 24/7, which means you can enroll online anytime during the annual benefits Open Enrollment period.

To get started:

- Go to humanresources.columbia.edu and click the CUBES logo.
- Select “Get Started” to make your elections.
- Be sure to “Checkout” in order to save and submit your elections.

Log in with your UNI and password; confirm access using multifactor authentication (DUO).
What Happens if You Don’t Enroll?

⚠️ You will no longer have coverage for:
• Healthcare FSA
• Dependent Care FSA

You must re-enroll to have coverage under these programs for the calendar year beginning January 1, 2022.

You will also be ineligible to enroll in most Voluntary Benefits—like Critical Illness and Universal Life with long-term care insurance—until the next Open Enrollment period.

☑️ You will be automatically re-enrolled in your current 2021:
• Transit/Parking Reimbursement Program (T/PRP)
• Voluntary Benefits

Local 100: For 2022, you will be automatically re-enrolled in your current Term Life and Accidental Death and Dismemberment Insurance. You will not be re-enrolled in the Child Care Benefit.

Important Reminders

RENEW OR OPEN AN FSA
Consider renewing or opening a Flexible Spending Account (FSA). FSAs allow you to set aside money on a pre-tax basis from each paycheck to pay for eligible healthcare and dependent care expenses. Current IRS limits are $2,750* for the Healthcare FSA and $5,000* for the Dependent Care FSA (including the Child Care Benefit, Local 100 only). To participate in 2022, you must enroll during Open Enrollment.

ENROLL IN THE T/PRP PROGRAM
You may enroll in the Transit/Parking Reimbursement Program (T/PRP) at any time during the year. If you enroll or make changes to your T/PRP election before the 20th of the month, your enrollment will be effective the first day of the next month. If you would like to newly enroll or make a change to your current T/PRP election for January 1, 2022, you should consider making this change during Open Enrollment. The current IRS limit is $270 per month.*

MAKE CATCH-UP CONTRIBUTIONS TO THE VRSP
If you are age 50 or older (or will turn 50 in 2022), you can contribute an additional $6,500 pre- or post-tax to your Voluntary Retirement Savings Program (VRSP) account, for a total of $26,000 in 2022.*

Consider Voluntary Benefits
The University offers eight additional options—Voluntary Benefits—to help you create a customized benefits package to meet all your needs.

For more information, go to humanresources.columbia.edu/voluntary-benefits. To ask a question or enroll, call Farmington, the University’s Voluntary Benefits administrator: 866-494-4498.

Qualified Life Status Changes
You can update benefits elections on CUBES if you experience a Qualified Life Status Change event such as marriage or divorce, or birth or adoption of a child. You have 31 days from the eligible event to make updates.

For additional information, including a list of Qualified Life Status Change events, go to humanresources.columbia.edu/benefits and click the “Making Changes to Benefits” icon.

Local 100
You are eligible for Term Life and Accidental Death and Dismemberment Insurance through the University. You may also be eligible for the Child Care Benefit—a University contribution of up to $4,000 to your Dependent Care FSA.

Questions?
Contact the Columbia Benefits Service Center
212-851-7000
hrbenefits@columbia.edu

Open Enrollment hours:
Monday through Friday
9:00 a.m. to 5:00 p.m.

* IRS limits are subject to change.