

2023 Open Enrollment: October 31 – November 18, 2022

Benefits Effective January 1, 2023

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 support your healthcare, financial, and wellness needs.

You must enroll in your 2023 benefits by November 18, 2022.



What's New for 2023

LIFE AND FAMILY SUPPORT

- **Lifeworks.** As of December 1, 2022, Lifeworks will be the new Employee Assistance Program (EAP) provider, offering enhanced content, tools and services to support your personal success. Go to: humanresources.columbia.edu/employee-assistance.
- **Student Debt Solutions.** A new program offering assistance in navigating student loan debt, repayment plans, and federal student loan programs, such as the Public Service Loan Forgiveness (PSLF) program. Go to: humanresources.columbia.edu/content/student-debt-solutions.

ENROLLMENT ENHANCEMENTS

- **Voluntary Benefits.** Enrollment in voluntary benefits is now even easier in CUBES. Learn more about the eight voluntary benefits offered to you at humanresources.columbia.edu/voluntary-benefits.
- **Dodge Fitness Center.** Select a Dodge Fitness Center membership through CUBES and your membership fees will be automatically deducted from your paycheck.

LEARN MORE

- **Attend** a virtual information session
- **Join us** in person for a health screening or to speak with representatives from Benefits and ColumbiaDoctors

Go to humanresources.columbia.edu/oe for details.



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 will also be ineligible to newly enroll in the following Voluntary Benefits:

- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance
- Identity Theft Protection
- Universal Life with long-term care insurance

You will be automatically re-enrolled in your current 2022:

- Transit/Parking Reimbursement Program (T/PRP)
- Voluntary Benefits

Local 100: For 2023, 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

LEARN ABOUT TAX SAVINGS ACCOUNTS

All tax savings accounts can save you money by setting aside pre-tax dollars from your paycheck to pay for expenses you will incur throughout the year. These include a healthcare Flexible Spending Account (HC FSA), a Dependent Care FSA (including the Child Care Benefit, *Local 100* only) and the Transit/Parking Reimbursement Program.

2023 Tax Savings Accounts		
	Current IRS limits*	Rollover limit for 2023
T/PRP	\$280/month	No limit
HC FSA	\$2,850/year	\$570
DC FSA	\$5,000/year	\$0

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.

MAKE CATCH-UP CONTRIBUTIONS TO THE VRSP

If you are age 50 or older (or will turn 50 in 2023), you can contribute an additional \$6,500 pre- or post-tax to your Voluntary Retirement Savings Program (VRSP) account, for a total of \$27,000 in 2023.*



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.