

Columbia University Benefits

2024 Open Enrollment:
October 30 – November 17, 2023
Benefits Effective January 1, 2024



You must enroll in your 2024 benefits by November 17, 2023.

Columbia University cares about you and your family. That's why your comprehensive benefits package includes resources to help you take charge of your overall well-being.

Before Open Enrollment, take some time to review your options so you can choose your 2024 benefits with confidence.

WHAT'S NEW FOR 2024



For more information, visit humanresources.columbia.edu/oe-1199

- **New legal services with MetLife.** Access to expert legal help so you can navigate life's big moments confidently. To learn more, attend the virtual information session on Thursday, Oct. 26.
- **Voluntary benefits with MetLife.** Obtain critical illness, accident and hospital indemnity insurance with MetLife. Current policyholders will automatically be enrolled with MetLife January 1, 2024.

Learn More

- **Attend** a virtual information session.
- **Join us** for Benefits Expos and Health Screenings. Speak with representatives from Columbia 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 from anywhere during the annual benefits Open Enrollment period.

TO GET STARTED:



- 1 Go to humanresources.columbia.edu and click the CUBES logo.
- 2 Select "Get Started" to make your elections.
- 3 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 Flexible Spending Account
 - Dependent Care Flexible Spending Account
- ✗ **You will also be ineligible to newly enroll in the following Voluntary Benefits:**
 - Accident Insurance
 - Critical Illness Insurance
 - Hospital Indemnity Insurance
 - Identity Theft Protection
 - MetLife Legal Plan
 - Universal Life with long-term care insurance
- ✓ **You will be automatically re-enrolled in your current 2023:**
 - Transit/Parking Reimbursement Program (T/PRP)
 - Voluntary Benefits

Local 100: For 2024, 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.

	Current IRS limits*	Rollover limit for 2024
Transit/Parking Reimbursement Program	\$300/month	No limit
Healthcare Flexible Spending Account	\$3,050/year	\$610
Dependent Care Flexible Spending Account	\$5,000/year	\$0

* IRS limits are subject to change.

PURSUE YOUR RETIREMENT GOALS

Retirement education is available all year. TIAA and Vanguard counselors provide one-on-one consultations, and Columbia also hosts regular retirement planning workshops focused on financial well-being. For dates and times, visit humanresources.columbia.edu/events.

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 to your Dependent Care FSA.

Questions?

Contact the Columbia Benefits Service Center
212-851-7000 | hrcbenefits@columbia.edu

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

