



2027 Open Enrollment:

November 2-20, 2026

Benefits effective January 1, 2027



Log in to CUBES to enroll

The Columbia University Benefits Enrollment System (CUBES) is your place for 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" to save and submit your elections.

Log in with your UNI and password; confirm access using multifactor authentication (DUO).



What's new in 2027

For more information, visit

humanresources.columbia.edu/oe-1199

- **Wellthy** is a digital caregiving support solution that helps families balance work and caregiving responsibilities through a combination of precision technology and human expertise – a care concierge to help families navigate any care situation or challenge.
- The Employee Assistance Program will transition from **TELUS** to **SupportLinc**. The program will continue to provide free, confidential, 24/7 counseling and referral services for personal and professional life issues.



Learn more

Join us at our virtual information forums to learn more about your options during Open Enrollment.

Open Enrollment Forums

Wednesday, Oct. 28 3 p.m. – 4 p.m.

Thursday, Nov. 5 3 p.m. – 4 p.m.

Specialized Forum

Employee Assistance Program (SupportLinc)

Wednesday, Nov. 4 12 p.m. – 1 p.m.



You must enroll in your 2027 benefits by Nov. 20, 2026.

Remember: The choices you make during Open Enrollment will stay in effect all year—unless you experience a Qualified Life Status Change.



Questions?

Contact the Columbia Benefits Service Center

212-851-7000 | hrbenefits@columbia.edu

Open Enrollment hours:

Monday through Friday, 9 a.m. – 5 p.m.

Qualified Life Status Change

You can update your 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 Optional Life, 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.



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 benefits:

- Accident Insurance
- Specified Disease Insurance
- Hospital Indemnity Insurance
- Legal Services

✓ You will be automatically re-enrolled in your current 2026:

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

Local 100: For 2027, 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.

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 2027
Transit/Parking Reimbursement Program	\$340/month	No limit
Healthcare Flexible Spending Account	\$3,400/year	\$680
Dependent Care Flexible Spending Account	\$7,500/year	\$0

* IRS limits are subject to change.