2027 Open Enrollment

November 2–20, 2026



SUPPORT STAFF

Welcome!
Choose Today. Thrive Tomorrow.



Today's discussion:

- Open Enrollment key information
- What's new for 2027
- Benefits highlights
- Events and resources
- Contact information and support
- Q&A

Open Enrollment - Key Information

Monday, Nov. 2 to Friday, Nov. 20, 2026

- In October, Open Enrollment materials were mailed to your home address.
- Electronic Open Enrollment materials and Benefits information are available for review on the HR website - **humanresources.columbia.edu/oe**
- Enroll through CUBES, the Columbia University Benefits Enrollment System
- Consider electronic document delivery for benefits-related materials
- During Open Enrollment, the Columbia Benefits Service Center is open 9 a.m. – 5 p.m., Monday through Friday

Remember

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

CUBES

212-851-7000

hrbenefits@columbia.edu

humanresources.columbia.edu/benefits

What happens if you don’t make changes?

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

- Medical
- Dental
- Optional Vision
- Transit/Parking Reimbursement Program (T/PRP)
- Life Insurance (Optional)
- Accidental Death and Dismemberment Insurance
- Voluntary Benefits

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
- MetLife Legal Plan

What's New 2027



What's New

- **Fertility and family building, menopause and midlife health benefits will be offered by Progyny.**

This benefit provides options around fertility treatment to include access to high-quality care fertility specialists, and personalized emotional support from patient care advocates. It also includes menopause solutions and midlife heath care. To learn more, please attend the **specialized forum on November 11, 2026**.

- **The Employee Assistance Program (EAP) will be provided by SupportLinc.**

The program provides free and confidential 24/7 counseling and referral services for personal professional life issues. To learn more please attend the **specialized forum on November 4, 2026.**

What's New (continued)

- **2110 Union members**: (Choice Plus In-Network plan) Columbia will make a **one-time $60** contribution to the Healthcare Flexible Savings Account for each employee and **$30** for part-time employees.

- **TWU & TWU Lamont union members:** (Choice Plus 80) - Out-of-Network Annual Deductible (Per Person): $600 to $850.

- **Non-Union Support Staff**:

Choice Plus In-network rate increase from **no cost to:**

$10 employee only
$20 Employee and Spouse
$15 Employee and Children
$30 Family

Choice Plus 90 participants will receive an **increase to the Columbia contribution sent to the Healthcare FSA account of $240 employee only $360 employee and spouse and children and $480 for employee and children or family**

What's New (continued)

- The rates for medical and dental are increasing
- Prescription co-pays for Tier II and Tier III are increasing for retail and mail order.
  - Specialty medication will move to Tier III- $50
- Emergency room co-pay increasing to $175 (waived if admitted)
- The rates for optional vision are decreasing
- New medical ID cards will be distributed in December

What's New (continued)

- An artificial intelligence tool has been added to the Benefits Website. You may click the CUBenefits Bot found on the Benefits Website to use as an additional benefits resource which complements our existing human support channels. You can ask the Bot common questions and general navigation information.
- No personal information will be saved or shared.



What's New (tax-savings accounts)

Healthcare Flexible Spending Account	2026	2027
	$3,400	TBD*

Healthcare Flexible Spending Account Rollover	2026	2027
	$680	TBD*

Dependent Care Flexible Spending Account	2026	2027
	$7,500	$7,500 – remains the same

Transit/Parking	2026	2027
	$340	TBD*

*IRS limits are subject to change

Benefits Highlights



Fertility and Family Building Benefits



progyny

Smarter Fertility Benefits

Progyny

Columbia University is partnering with Progyny to provide comprehensive family-building coverage and dedicated care management.

Treatment Coverage

- **2 Smart Cycles** for comprehensive treatment coverage & 12 months of storage
- **CUIMC Fertility Center** partnership: Additional cycle & 12 months of storage
- **Progyny Rx**: fertility medication coverage

Included in a Smart Cycle

- **Elective fertility preservation**: coverage for egg and sperm freezing
- **Elective donor tissue**: coverage for egg and sperm tissue purchase

Progyny

Pregnancy and Postpartum: 1:1 support from a Progyny Care Advocate (PCA) and access to exclusive resources.

- Clinical milestone guidance, birth preparation, and recovery planning
- Virtual access to lactation consultants, feeding experts, and mental health resources

Menopause and Midlife Care: personalized support to address peri-menopause and menopause

- Unlimited 1:1 coaching for perimenopause and menopause symptom management
- Virtual access to midlife specialists and personalized treatment plans (hormonal and non-hormonal)
- Holistic guidance covering sleep, nutrition, weight management, and emotional well-being

Employee Assistance Program (EAP)



SupportLinc

- Effective 1/1/2027 the Employee Assistance Program will be transitioning from TELUS to SupportLinc (the corporate brand name is CuraLinc)
- As the provider, SupportLinc will continue to provide all faculty, staff and household dependents with free, confidential, 24/7 counseling and referral services for personal and professional life issues.
- Employees have access to six counseling sessions per topic at no cost via in person or by video, coaching programs and informative toolkits
- Employees can access services through the web platform or mobile app making it easy to connect to care anytime and anywhere
    - ❖ Create a personalized profile for resources tailored to your needs
    - ❖ Schedule sessions with a licensed clinician via in-person, video or text
    - ❖ Attend anonymous group sessions for support and connection in a safe, text-based space
    - ❖ Track your mood and journal to build self-awareness and notice progress



Upcoming Events and Resources

Benefits Expos and Health Screenings

- **Speak with representatives from Columbia Human Resources, ColumbiaDoctors and benefits vendor partners**.
- **Biometric Screenings at all campuses.**
  Check your blood pressure, cholesterol and more. For accurate screenings results, fasting is recommended but not required.
- **Acupuncture and chair massages only at CUIMC**
- **Financial wellbeing sessions at Morningside and Manhattanville campus**

Enter the raffle!

Tuesday, Nov. 10 50 Haven Avenue (Columbia University Irving Medical Center)	8 a.m. – 2 p.m.
Tuesday Nov. 17 Lerner Hall (Morningside campus)	8 a.m. – 2 p.m.
Wednesday, Nov 18 Lenfest Center (Manhattanville campus)	9 a.m. – 2 p.m.

Register at **humanresources.columbia.edu/oe**

Virtual Benefits Forums

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

Open Enrollment Forums

- **Wednesday, October 28** — **3 p.m. - 4 p.m.**
- **Thursday, November 5** — **3 p.m. - 4 p.m.**

Specialized Forums

- **SupportLinc Employee Assistance Program** — **Wednesday, November 4** — **12 p.m. - 1 p.m.**
- **Progyny Fertility and Family Building Benefits** — **Wednesday, November 11** — **12 p.m. – 1 p.m.**

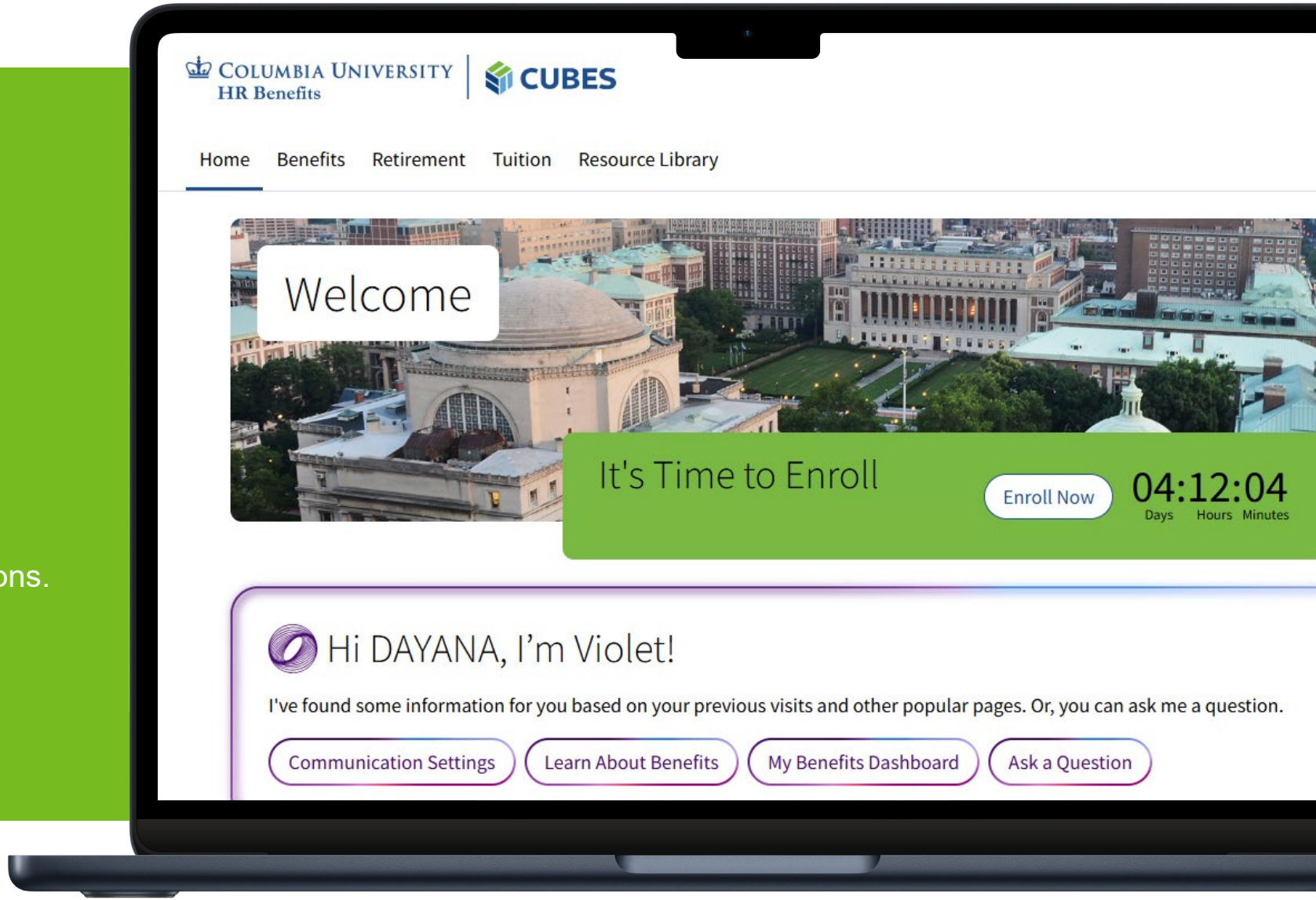
Register at **humanresources.columbia.edu/oe**

Remember to take action during Open Enrollment

Enroll through CUBES:
November 2–20, 2026

Be sure to “Continue to Final Steps” in CUBES to save and submit your elections.

Learn more:
humanresources.columbia.edu/oe





Questions?

- Submit questions through the chat feature in Zoom
- – or –
- Contact the Columbia Benefits Service Center
  - Phone: **212-851-7000**
  - Email: **hrbenefits@columbia.edu**
  - Website: **humanresources.columbia.edu/benefits**