



GET READY for BENEFITS OPEN ENROLLMENT 2023

UVA's Benefits Open Enrollment for plan year 2023 will occur October 3 – 14, 2022. NOW is your time to review benefits that you will be selecting for next year. Since the Open Enrollment window is only two weeks, we are providing you with all the information you need to decide prior to Open Enrollment going live in Workday so you can carefully consider options, ask questions, etc. DON'T wait until the short window opens to do it all.

Choosing the right health plan option, dental plan option, vision plan, and benefit savings accounts is very important and reflects thoughtful planning for you and your family's health care spending and financial well-being for the coming year. Start early. Educate yourself about the changes and what they mean for you. Study the ample resources to make the right decision, be it staying with your current plan or deciding a different one is a better fit. Predicting the future is hard but choosing the right health options can help.

Complement your health care by preparing for the future with a pre-tax HSA or FSA. Know how they work, and pre-plan how to make them work best for you next year.

As we edge toward our fall Open Enrollment, this is the time to review how you've used your benefits so far. What can you do now to plan for the benefits you'll need in 2023?

Review Your Benefits

Here's what you can do to prepare for Open Enrollment

Make sure the benefits you chose in 2022 are meeting your needs and supporting your health and well-being. Consider:

- **Have you used all your preventive services for health, dental and vision?** Visit:
 - Medical Claims and Pharmacy: [Aetna website](#)
 - Dental: [United Concordia member website](#)
 - Vision: [Davis Vision member website](#)
- **Do you have funds left in your FSA account that you can use?** Visit the [Chard Snyder website](#) to check your FSA account balance.
 - All funds in your Full FSA need to be used by the end of 2022 if you are changing to Basic Health with HSA, or by the grace period deadline.
 - Chard Snyder has an online [FSA store](#) where you can use your FSA dollars. Check out the [FSA Eligibility List](#) to find out which kinds of over-the-counter products and medications you can purchase.
 - Do you have funds left in your Dependent Care FSA account that you can use? Visit the Chard Snyder website to check your Dependent Care FSA account balance. All funds in your Dependent Care FSA need to be used by the end of 2022, or through the grace period. Review your dependent care costs and spending to plan for caregiving costs in 2023.
- **Did your benefits elections in Workday match your spending in 2022?** Log in to Workday and review your benefits.
- **Are your dependents listed with correct social security numbers in Workday?** Review their social security numbers in Workday and adjust as needed.
- **Is your home address and phone # correct in Workday?** Review your profile in Workday and update as needed.

Asking yourself these questions can help you make the best investment. As Open Enrollment approaches, knowing what you need now is a great way to thoughtfully prepare for next year.

What to Expect

Here's a preview of Open Enrollment for Plan Year 2023

To make the Open Enrollment experience as beneficial for you as possible, we're giving you both in-person and virtual opportunities to learn what you need to know to pre-plan your future emotional, physical, and financial well-being. Whether you want to meet in person or virtually, UVA Human Resources is here to help.

Here's what to expect:

- **Updated website** with changes, action items, and high-level takeaways clearly listed, and all webpages translatable into 100+ languages. The website will launch September 14, 2022.
- **You can meet 1:1 with HR team members** before Open Enrollment to understand your benefits better.

- **Multilingual benefits Information** in emails, social media, digital monitors across Grounds, posters in lunchrooms, and on buses.
- **One overview postcard, a comprehensive brochure, and a reminder postcard** delivered to your home (make sure your home address is listed correctly in Workday).
- **Enrollment in Workday will be the same as last year**, with tiles for each benefit that guide you through the process.

Mark Your Calendar

Important dates for Open Enrollment

Sep. 28-29: Benefits and Well-Being Expo @ College at Wise

– Visit with HR team members and benefits vendors

- College at Wise, Chapel of All Faiths
- Sep. 28: 1:00 – 5:00 pm
- Sep. 29: 8:00 am – 12:00 pm

Oct. 3: Open Enrollment is live in Workday

Oct. 4: Benefits and Well-Being Expo @ UVA Health System –

Visit with HR team members and benefits vendors

- UVA Health, Education Resource Center (ERC)
- 7:00 am – 3:00 pm

Oct. 5: Benefits and Well-Being Expo @ Newcomb Hall – Visit with HR team members and benefits vendors

- Newcomb Hall, 3rd Floor
- 8:30 am – 2:00 pm

Oct. 6: Town Hall: 12 – 1:30 pm (Virtual)

The Open Enrollment Town Hall brings in additional information beyond the Open Enrollment Zoom presentations. The Town Hall will include short presentations and a longer Q&A session with the:

- UVA Faculty and Employee Assistance Program (FEAP)
- Hoos Well well-being team
- Fidelity
- Retirement team



- Benefits and Leave team

Questions can be submitted during the Town Hall and upvoted. A moderator will curate the questions for the presenting team representatives to answer. Registration is required.

[REGISTER HERE FOR THE OPEN ENROLLMENT TOWN HALL](#)

Oct. 14: Open Enrollment Closes

We Hear You. How Can We Help?

If you need assistance, please contact the HR Solution Center [by email](#) for personalized, virtual 1:1 service, or call 434.243.3344.

Click on the HR Virtual Assistant button at the bottom of every Open Enrollment webpage for 24/7/365 virtual assistance. If you don't find what you're looking for with the HR Virtual Assistant, you can request a live chat with HR from the Virtual Assistant menu during regular work hours. If a live chat is not available, you may request a case be started and an agent will respond as soon as possible.

All pages are translatable to 100+ languages using the Google Translate option in the footer of every page.

We are here to help you!



www.hr.virginia.edu
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