

Open Enrollment 2025

hr.virginia.edu/oe2025



UVA Benefits Open Enrollment Starts Today

It's time to choose

Benefits Open Enrollment for plan year 2025 begins today, October 7, and runs through Friday, October 18. Choosing the right health plan option and benefit savings accounts is very important, so we offer you a variety of options for customizing your benefits to meet your unique needs. View plan changes and premiums on the [Open Enrollment website](#) before using the Open Enrollment event in Workday to select your benefits for 2025. **Act now!**

Action Items

Here's what to do this week and next

1. Attend the in-person Benefits & Well-Being Expo:

- **Oct. 9**, 8:30 a.m. - 2 p.m.: UVA Newcomb Hall, 3rd Floor Ballroom
- **Oct. 10**, 7 a.m. - 3 p.m.: University Medical Center, Education Resource Center
- **Oct. 15**, 10:30 p.m. - 1 a.m.: University Medical Center, Cafeteria

2. Visit a benefits counselor in person if you still have questions:

- **Oct. 11**, 8 a.m. - 5 p.m. walk-in sessions at 2420 Old Ivy Rd., Rm. 133; no registration required
- **Oct. 14**, 8 a.m. - 5 p.m. walk-in sessions at 2420 Old Ivy Rd., Rm. 133; no registration required
- **Oct. 16**, 7 a.m. - 3 p.m. walk-in sessions at University Medical Center DCR 3; no registration required
- **Oct. 17**, 11 a.m. - 5 p.m. walk-in sessions at 2420 Old Ivy Rd., third floor; no registration required

3. Register to attend the final financial webinars during Open Enrollment (reward eligible)

- **Oct. 9:** *Exploring the Benefits of an HSA*
 - [Register for 10 a.m. webinar](#)
 - [Register for 8 p.m. webinar](#)
- **Oct. 10:** *Paycheck for Life*
 - [Register for 10 a.m. webinar](#)
 - [Register for 3 p.m. webinar](#)

4. Review Resources on the Open Enrollment Website

- All changes, action items, Workday instructions, and FAQs are listed on the [Open Enrollment 2025 Home webpage](#).
- Premiums and health plan option details are on the [Health Plan 2025 webpage](#).
- Schedules of Benefits and Comparison of Benefits are on every page's sidebar.
- Short educational videos are on the [Resources 2025 webpage](#), including the updated Open Enrollment overview video new videos on specific benefits topics.
- Prescription drug information is on the [Prescription Drug Program 2025 webpage](#).
- All resources are on the [Resources 2025](#) webpage.

5. Elect Your Benefits in Workday

- **See the Open Enrollment Job Aid** on the [Workday Employee Training webpage](#) or learn more on the new [How to Elect Benefits in Workday webpage](#).
- **Elect Your Benefits**
 - **Health Plan Options:** Health Savings, UVA PPO, Choice Health, J Visa Health (for J visa holders only), Wage (for wage employees)
 - **Dental Plan Options:** Basic Dental, Enhanced Dental (depending on your employee type)
 - **Vision Plan Options:** Davis Vision (optional)
 - **HSA:** Your 2024 elections for HSA WILL automatically carry over to 2025. Update the contribution amount at any time. Visit the [Health Savings Account webpage](#) for more information.
 - **FSA:** Your 2024 elections for FSA will NOT automatically carry over to 2025. Visit the [Flexible Spending Account webpage](#) for more information.
 - **Retirement:** Review cash match options and contribution limits.
 - **Life Insurance:**
 - ORP/MCRP participants, change supplemental life insurance options, if eligible, without proof of insurability. Visit the [Life Insurance 2025 webpage](#) to learn more.
- **Manage Your Account in Workday**
 - **Add or drop dependents.**
 - If you're adding dependents, you must provide [dependent required documentation](#). You will not be able to submit your benefits elections if you have added a new dependent to your health plan and have not provided the required documentation.
 - If you moved from one health plan option to another for 2025, don't forget to add your dependents to your new health plan option.
 - **Add or change a beneficiary.** ORP/MCRP participants, make changes through Workday. VRS participants, make changes through [VRS's online portal](#).
 - **Confirm social security numbers for your dependents are correct.**
 - **Confirm your home address and phone number.**
 - **Check your Workday Inbox for additional items** to complete after you submit your Open Enrollment elections.
- **Print, or Save as a PDF, your Open Enrollment elections** after you press the SUBMIT button.

6. Don't forget to take the Benefit Preferences Survey

- Expect a survey invitation from independent vendor WTW on Oct. 21 (survey.invite@willistowerswatson.com) asking about benefit preferences.
- Tell us what benefits matter most to you and what changes you'd like to see.
- This is your chance to make a real impact—let your voice be heard!

We Hear You. How Can We Help?

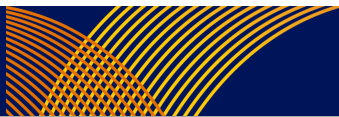
After reviewing materials and resources on the Open Enrollment website, if you would like additional 1:1 personalized assistance, there are several options to receive support:

- **In Person:**
 - Drop by the HR building (2420 Old Ivy Rd.), Rm. 133 anytime between 8 a.m. and 5 p.m. for personalized assistance on **Oct. 11 or 14.**
 - Drop by the Dining Conference Rooms within the University Medical Center anytime between 7 a.m. and 3 p.m. for personalized assistance on **Oct. 16.**
 - Drop by the HR building (2420 Old Ivy Rd.), third floor anytime between 11 a.m. and 5 p.m. for personalized assistance on **Oct. 17.**
- **Virtual:**
 - Email AskHR@virginia.edu or call 434.243.3344 to schedule a Zoom appointment to review more complex Open Enrollment questions with an HR professional. HR will accommodate as many appointments as possible through Wednesday, October 11.
 - Click on the “*Hi, I’m your 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, or if all live agents are busy, request an agent via email.
- **Multi-Lingual:**
 - Aetna’s A1A service offers live interpreters in multiple languages. Call 800.987.9072 and say “translator” or “interpreter.”
 - All pages are now translatable to 100+ languages using the Google Translate option in the footer of every page.

We are here to help you!

Universal Availability Notice

We are required to provide you with an annual [Universal Availability Notice](#) about your eligibility to contribute to a 403(b) savings program. Find out more about your retirement options at hr.virginia.edu/benefits/retirement.



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434.243.3344

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