

Open Enrollment 2026

hr.virginia.edu/oe2026

Open Enrollment Ends Soon

Complete your Open Enrollment event in Workday by October 17

Dear Colleague:

Our records show that you have either not started your 2026 Open Enrollment event in Workday or you have started but not yet submitted your changes.

- If you choose to not complete the 2026 Open Enrollment event in Workday, your current 2025 elections for health, dental, vision, and Health Savings Account (if applicable) will stay the same for next year.
 - If you had an FSA in 2025 and do nothing, it will not carry over to 2026.
 - If you had an HSA in 2025 and do nothing, your benefit WILL carry over with your 2025 employee contribution and the UVA employer contribution. You can adjust your HSA employee contribution at any time throughout the year.
- If you have started to make changes but do not submit your Open Enrollment event, any changes that were in progress will be lost, and your current 2025 elections will continue forward for next year, except for your FSA elections.
- Please complete your "01/01/2026 Open Enrollment" event in Workday by October 17, or your changes will not go into effect on January 1, 2026.

Choosing the right health plan option and benefit savings accounts is very important and reflects your knowledge and insights about your family's health care spending and financial well-being for the coming year. Take this opportunity to review your benefits and make any changes. Check out 2026 benefits information on the [Open Enrollment website](#) before entering your Open Enrollment event in Workday to make changes.

Act Now

Here's what to do

Review Resources on the Open Enrollment Website

- All changes, action items, Workday instructions, and FAQs are listed on the [Open Enrollment HOME webpage](#).
- Premiums and health plan option details are on the [Health Plan webpage](#).
- Schedules of Benefits and Comparison of Benefits are on every page's sidebar.
- All resources, including short educational videos, are on the [Resources webpage](#). These include the updated Open Enrollment overview video, recorded presentations, and new mini videos on key benefits topics.

Elect Your Benefits in Workday

- **Review the Workday [Change Benefits job aid](#)** (behind NetBadge) for instructions.
- **Health Plan Options:** Health Savings, UVA PPO, Choice Health, J Visa Health (for J Visa holders only), Wage (for wage employees and team members)
- **Dental Plan Options:** Basic Dental, Enhanced Dental (depending on your employee type)
- **Vision Plan Options:** Davis Vision (optional)
- **Life Insurance:** ORP/MCRP participants, change supplemental life insurance options, if eligible, without proof of insurability. Confirm/change beneficiaries for life insurance in Workday. VRS participants, confirm/change beneficiaries for life insurance through VRS's online portal. Visit the [Life Insurance webpage](#) to learn more.
- **Retirement:** Consider electing a 403(b) or 457 supplemental savings plan for additional pre- or post-tax retirement savings and possible cash match from UVA. Visit the [Retirement webpage](#) to learn more.
- **HSA:** If you had an HSA in 2025 and do nothing, your benefit WILL carry over with your 2025 employee contribution and the UVA employer contribution. You can adjust your HSA employee contribution at any time throughout the year. Visit the [Health Savings Account](#) webpage for more information.
- **FSA:** Your 2025 FSA will NOT automatically carry over to 2026. You must elect a new FSA if this is a benefit you want to use in 2026. Visit the [Flexible Spending Account](#) webpage for more information.
- **Print your Open Enrollment Elections or Save as a PDF** after you press the SUBMIT button.

Manage Your Account in Workday

- **Add or change dependents.** See the Workday Open Enrollment [Job Aid for Changing Benefits](#), Step 5, Change Benefits-Adding/Removing Dependents.
 - Are you adding a new dependent or new coverage for an existing dependent in 2026? If so, have your [dependent required documentation](#) ready to upload into Workday during Open Enrollment. You will not be able to submit your benefits elections without the required documentation.
 - If you moved from one health plan option to another for 2026, don't forget to add your dependents to your new health plan option.
- **Add or change beneficiaries.** See the Workday Open Enrollment [Job Aid for Changing Benefits](#), Step 5, Change Benefits-Adding/Removing Beneficiaries.
- **Confirm your home address and phone number.**
- **Check your Workday Inbox for additional items to complete after you submit your Open Enrollment elections.**

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:**

- **Oct. 15:** Drop by the Dining Conference Rooms within the University Medical Center anytime between 8 a.m. and 5 p.m. for personalized assistance.
- **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 Tuesday, **Oct. 14**.
- **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!

Stay in Touch on Social Media

Follow our social media channels for up-to-date information on Open Enrollment:

[UVA HR Twitter](#)
[Hoos Well Twitter](#)
[Hoos Well Facebook](#)
[Hoos Well Instagram](#)



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