

# BENEFIT OPEN ENROLLMENT

## What You Need to Know



Short Plan Year 7/1/2026 - 12/31/2026

**Open Enrollment for benefits** is approaching and this period will cover a short plan year: **July 1, 2026 – December 31, 2026**. This message is provided to assist you in planning ahead. Additional details, including plan information and enrollment instructions, will be shared soon. Be sure to watch your email inbox for updates.

### Why a Short Plan Year?

This change aligns benefits with:

- Calendar year deductibles and out-of-pocket limits
- IRS contribution limits that reset each January

### Plan Year Timeline

- **2026 Short Plan Year:** July 1 – December 31, 2026
- **Starting in 2027:** January – December plan year

### What to Expect

- **Open Enrollment** will take place May 4 – May 15, 2026.
- You'll have the opportunity to review and update your benefit elections for the upcoming short plan year.
- **Flexible Spending Accounts (FSA)** must be re-elected each year if you wish to participate.

### Passive Enrollment

If you take no action, your current benefit elections will automatically roll over into the short plan year: **July 1, 2026 – December 31, 2026**.

### What's Next

Watch for a follow-up communication with:

- Plan details and changes
  - Enrollment instructions
  - Available resources and support
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## QUESTIONS

If you have general questions in advance of Open Enrollment, support is available:

- Open Enrollment information: <https://www.benefits.nu.edu/openenrollment>
- General benefits questions: [AskHR@nu.edu](mailto:AskHR@nu.edu)
- Benefits help line and claims advocate: [brcca@usi.com](mailto:brcca@usi.com)

[Learn More about Open Enrollment](#)



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