

Open Enrollment (2026)

Open Enrollment is October 26 to November 6, 2026!



Centered
on **YOU**

USG benefits are centered around you to help you balance your health, work, and financial well-being goals. Choose from an array of benefits and programs for 2027. Attend a USG virtual Open Enrollment Information Session, review your options, and enroll by November 6. Now is the time to start exploring and creating an experience Centered on You!

Remember! Even if you do not wish to make changes to your benefits for 2027, you **MUST** log into the OneUSG Connect - Benefits enrollment portal and complete your surcharge certifications **EVERY YEAR** during Open Enrollment if you are enrolled in a USG healthcare plan. Visit the [USG Benefits website](#) to learn more.

Be sure to complete your certifications to avoid tobacco and working spouse surcharges!

Prepare for Open Enrollment!

- **Active Employees** can register for a virtual Open Enrollment Information Session, **October 26 or November 3.**
- **Pre-65 Retirees** can register for a virtual Open Enrollment Information Session, **October 29**
- Watch a short [benefits overview video](#) to learn about what's new or changing for 2027.

What's New or Changing for 2027 (Dropdown)

- **Premium changes:** For 2027, healthcare premiums will increase an average of 6% across all healthcare plans. USG dental plan premiums will increase approximately 2%.
- **Pharmacy benefit manager change:** Effective January 1, 2027, Express Scripts will be the new pharmacy benefit manager for Anthem members. Express Scripts will work with you if you are impacted by network or formulary changes.
- **NEW! EyeMed hearing benefits:** Hearing benefits, including hearing exams, prescriptions and hearing aids, will be available through the EyeMed Hearing Indemnity Plan. There are no network requirements, so you can go anywhere (including Costco). This plan can be combined with other benefits.
- **Weight Watchers** will not be offered to Anthem members as of January 1, 2027. Instead members will have new ways to support their well-being while earning a reward.
- **Well-being Program:** Any qualifying actions you complete between October 1 and December 31, 2026, will apply toward your 2027 reward cycle for Anthem and Kaiser enrolled employees and spouses.

CSU Enrollment Opportunities

h2Shared Sick Leave#Program

Open Enrollment is your annual opportunity to enroll and participate in your institution's#Shared Sick Leave#pool.

The#shared sick leave#program allows you to donate accrued sick leave to a shared pool to help other employees who

have exhausted all accumulated paid leave and who are experiencing a Family and Medical Leave Act (FMLA) qualifying health condition. To join, you must be a regular benefits-eligible employee working 20 or more hours, have completed your six-month probationary period, and have a minimum of 40 hours of sick leave remaining after your eight-hour donation.

Would you like to participate in our#Shared Sick Leave#Program?

Enroll in the Shared Sick Leave Program