

Benefits Enrollment Information for New Hires

October 1 – November 21, 2025

Welcome to UC! As a newly hired employee, you'll need to take two important steps to ensure your benefits are set up correctly, one for the current year and one for the upcoming year. Follow the steps below to lock in your benefits.

STEP 1 : SUBMIT YOUR 2025 NEW HIRE BENEFIT ELECTIONS

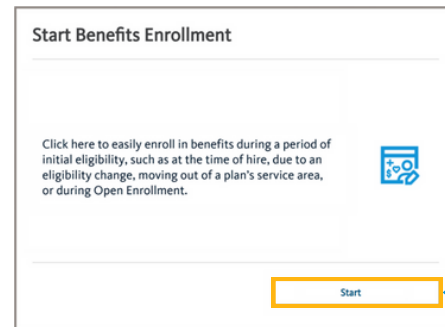
2025 New Hire Benefit Elections

Use this self service process to make your benefits elections, excluding Flexible Spending Accounts (FSAs)

Benefit elections must be submitted during your Period of Initial Eligibility (PIE), which begins on your first day of work and ends 31 days later. Most benefits take effect on your hire date, with the exception of Flexible Spending Accounts (FSAs).

TO MAKE YOUR 2025 NEW HIRE BENEFIT ELECTIONS IN UCPATH:

- Using your Single Sign-On login to **UCPath** by visiting ucpath.universityofcalifornia.edu
- Navigate to **Benefits & Retirement** from the main menu
- Click on **View Overview**
- Locate the **Start Benefits Enrollment** Tile
- Click **Start**
- Once all your elections are entered as desired, click the **Submit** button to submit your elections.



This completes your 2025 New Hire Benefits Enrollment, with the exception of Health and/or Dependent Care Flexible Spending Accounts.

2025 New Hire Flexible Spending Account (FSA) Elections

If you wish to enroll in the Health Flexible Spending Account (FSA) and/or Dependent Care FSA for the **2025** plan year, you will need to complete a **New Hire Benefits eForm** as these plans are not currently available for elections through the UCPath benefits enrollment process. **Be aware that FSA contribution amounts will be deducted within the remaining pay periods of 2025.**

IMPORTANT FSA CONSIDERATIONS FOR CURRENT-YEAR ELECTIONS



Please be aware that due to **payroll processing deadlines**, there are specific **cutoffs** for submitting your Flexible Spending Account (FSA) elections for the 2025 plan year. If the payroll cutoff date has passed, you may not enroll in an FSA for 2025.

MONTHLY PAID EMPLOYEES	11/18/2025 AT 5:00 PM (PT)
BIWEEKLY PAID EMPLOYEES	12/08/2025 AT 5:00 PM (PT)

TO MAKE YOUR 2025 HEALTH AND/OR DEPENDENT CARE FSA ELECTIONS:

- Using your Single Sign-On login to UCPath by visiting ucpath.universityofcalifornia.edu
- On the Main Menu, click **Benefits & Retirement**
- Under the Forms section, select **Benefits Request eForm**. You'll be redirected to the **Benefits eForm Hub**
- On the left-hand panel, click **Submit**
- Enter your hire date in the **Event Date** field
- Select your Benefit Category under the **Employee Benefit Category** menu
- Complete the form using the following selections:
 - Reason for Request: **Choose Newly Eligible**
 - New Eligibility Reason: **Choose New Hire**
- In the "Please Explain Why You Are Using This Form" section, enter:
2025 Flexible Spending Account enrollment – Health FSA or Dependent Care FSA
- Click **Next**, then follow the prompts to complete and submit your eForm



Benefits Enrollment Information for New Hires

October 1 – November 21, 2025

Once you've completed your New Hire PIE elections for the current year, you may also make your **2026** benefit elections. Any changes you make will take effect **January 1, 2026**. For details on important plan changes and 2026 costs, visit the Open Enrollment website at ucal.us/oe.

STEP 2 : SUBMIT YOUR 2026 OPEN ENROLLMENT BENEFIT ELECTIONS

2026 Open Enrollment Benefit Elections



Your elections for 2025 will continue into 2026 if you don't take any action, except:

If you elected the CORE medical plan or the Health Savings Plan during your New Hire elections, you will be automatically enrolled in the new HealthSavings+ plan for 2026 unless you choose a different medical plan. Note that the benefits of the new plan are different—for details visit ucal.us/oe.

Health and/or Dependent Care Flexible Spending Accounts (FSAs) require re-enrollment during Open Enrollment to continue participation in the new plan year.

IF YOU HAVE SUBMITTED YOUR NEW HIRE BENEFITS ELECTIONS BEFORE NOVEMBER 19, 2025

You can submit your Open Enrollment elections through UCPath self service. Just click the **Enroll Now** button in the banner titled **Open Enrollment for 2026 is Here**. Elections must be completed by 5 pm on November 21, 2025. See below for steps to make elections after Open Enrollment closes within your 31-day Period of Initial Eligibility.

Open Enrollment for 2026 is Here!

Take a moment now to review your current elections, make changes, or enroll in new benefits for 2026.

Medical plan options are changing for next year, and you could be defaulted into a different medical plan unless you act during Open Enrollment.

Ends Nov 21, 2025 @ 5pm (PT)

13 : 01 : 19
DAYS HOUR MINUTES

[Enroll Now](#)

IF YOUR NEW HIRE BENEFITS ELECTIONS ARE NOT SUBMITTED BY NOVEMBER 19, 2025

You can make your 2026 Open Enrollment and FSA elections using the Open Enrollment Benefits eForm. Follow the steps below to submit:

SUBMIT YOUR 2026 OPEN ENROLLMENT VIA EFORM

- Using your Single Sign-On login to UCPath by visiting ucpath.universityofcalifornia.edu
- On the Main Menu, click **Benefits & Retirement**
- Under the Forms section, select **Benefits Request eForm**. You'll be redirected to the **Benefits eForm Hub**
- On the left-hand panel, click **Submit**
- Select your Benefit Category under the **Employee Benefit Category** menu
- Complete the form using the following selections:
 - Reason for Request: **Annual Open Enrollment**
- Navigate through the form to make your enrollment updates
- Agree to the Terms and Conditions and the signature acknowledgement
- Once you are ready for UCPath to process your form, click **Submit** button



The **deadline** to submit your 2026 plan year Open Enrollment elections via eForm is the last day of your new hire 31-day Period of Initial Eligibility (PIE).



Not sure what benefits are right for you?

ALEX® is your personal benefits guide, it can help you compare plans, costs and choose the best plans based on your needs.



Questions?



Visit UCPath (ucpath.universityofcalifornia.edu) and click on "Ask UCPath" to submit an inquiry.



You may also contact UCPath to speak with an agent, **Monday – Friday 8:00 a.m. – 5:00 p.m. (PT)** at 855-982-7284.