

Open Enrollment Roadmap

ACTION REQUIRED for 2027 Benefits

Open enrollment is October 5 – 23, 2026. All full-time employees must log into Workday to select 2027 benefits.

What Do I Need to Do?

- » Review the 2027 Benefits Guide
- » Learn about BCBS IL, our new medical carrier
- » Verify [legal dependent eligibility](#) in preparation for next year's audit

ACTION REQUIRED IN WORKDAY: 10/5 - 10/23

- » **Log into Workday**
Review benefit options, costs, instructions
- » **Elect or waive medical coverage**
IMPORTANT: Current medical elections/dependents will NOT roll over automatically for 2027
- » **Review legal dependent(s)**
Upload documents for any new dependents
- » **Check life and disability elections**
Auto-approval to add/increase up to guaranteed issue, this year only
- » **Elect for continued coverage**
These do NOT renew automatically:
 - » Wellness Rates
 - » Legal insurance
 - » HSA/FSA
 - » Identity Theft Protection
- » **Opt in for electronic consent**
Support sustainability and easy document access
- » **Complete and submit enrollment in Workday**
Monday, October 5 – Friday, October 23

What's New

NEW MEDICAL CARRIER

Blue Cross Blue Shield of Illinois (BCBS IL) is replacing United Healthcare medical and pharmacy plans for 2027.

OPEN ENROLLMENT REQUIRED

All full-time employees must log into Workday and elect or waive medical coverage.

LIFE & DISABILITY EOI WAIVER

Newly elect Disability and/or elect/raise Life coverages up to guaranteed maximum with auto-approval this year only.

PHYSICIAN AFFIDAVIT

Employees and spouses enrolled in a BCBS IL medical plan may each receive a \$100 gift card for completing a physical.

Resources

- » Digital Benefit Guide
- » Discount Tire Family
- » BCBS IL Microsite



Click or Scan

Important Dates and Actions

