

Open Enrollment for IOA's Health Plans is Wednesday, May 20th through Wednesday, June 3rd

What is Open Enrollment?

Open Enrollment is a once-a-year opportunity for benefits eligible employees to review and enroll in IOA's health plans, including Medical, Dental, Vision, Flexible Spending Accounts (FSAs), and voluntary supplemental plans like Critical Illness.

Elections made during this time, are effective **July 1, 2026 – June 30, 2027**.

Please keep in mind that after Open Enrollment ends, no additional changes can be made to your health plans throughout the year, unless you experience a qualifying life event, such as a change in your marital status, a new baby or child in the family, or the loss of other healthcare coverage.

How to Enroll or Waive Benefits for FY26-27:

- **Login** to Workday: <https://wd12.myworkday.com/ioaging>
- **Navigate** to your Inbox > Click Open Enrollment Change: Your Name on 07/01/2026
- **Click** "Let's get started"
- **Decide** to enroll or waive coverage for each type of benefit. Make sure to enter/review beneficiaries when asked.
- **Review and Sign** your choices: personal information, dependent information, elections, and total cost.
- **Submit:** After confirming everything looks right, click submit.