

From: [HRS.Benefits](#)
Subject: Important Information for 2025 Open Enrollment
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WASHINGTON STATE UNIVERSITY
Human Resource Services

This email is being sent to all Public Employees Benefit Board (PEBB) benefit-eligible employees.

Open Enrollment for the 2025 plan year will be October 28 – November 25, 2024

As you prepared for the upcoming Open Enrollment period, there are three primary changes to be aware of:

- **The Open Enrollment window will run from October 28 – November 25**, which historically ran during the month of November. Mark your calendars to be sure to submit your Workday Open Enrollment elections no later than November 25. The open enrollment Workday event will be posted on October 28.
- Starting January 1, 2025, **vision benefits will be a separate benefit election** and will no longer be part of your medical plans. Therefore, during open enrollment **you will need to** select one of the three vision plans. Vision benefits will have no employee premiums, and like dental coverage the premiums will be covered by the employer.
- [Premium changes for 2025](#) will include decreases in the Kaiser plans rates, and slight increases to the Uniform plan rates.

The WSU HRS Benefits Unit has activated the [HRS Open Enrollment website](#). Health Care Authority (HCA) has also posted [their open enrollment website](#), and begun sending out information via email or US mail. Both sites include important information to be aware of as you consider your plan elections for the new year. On those sites you will find FAQs on the new [vision plans](#) and [open enrollment](#), additional [changes in benefits](#) for 2025, [the benefit fair schedule](#), and postings of our [archived communications](#).

We will be hosting informational presentations to help staff and faculty evaluate their current medical and dental plans, as well as the new vision plans. Watch for presentation and other information via WSU Announcements, Workday Announcements, an Insider article, social media posts, and HCA and insurance plan mailings.

If you have questions, please contact HRS Benefits at hrs.benefits@wsu.edu or 509-335-4589.

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PO Box 641014, Pullman WA 99164-1014

