



Save the Date!

Open enrollment for benefits in 2026 is

Nov. 6-25, 2025

You must act to update your benefits.

This is your only print notice of open enrollment.

Open enrollment is your annual opportunity to make changes to your benefits. Enroll in Workday **no later than Tuesday, Nov. 25.**

A few major changes for 2026 include the following. See a full list of changes, and 2026 plan costs, on the Employee Resource Center (ERC).

- Add Midi Health to the First Choice Health network for all plans, expanding access to virtual menopause and perimenopause care for women. If interested, talk to your health care provider.
- Add dependent maternity coverage to all MultiCare medical plans.
- If you are married and currently enrolled on a MultiCare medical plan, you have the option to enroll in your spouse's medical plan for 2026 — and get reimbursements for some out-of-pocket costs through the Medical Expense Reimbursement Plan (MERP).
- Standardize the spouse eligibility rule for medical coverage across our system of health. The rule is described below. It is already effective in the Puget Sound region; it will apply to the Inland Northwest and Yakima Valley regions for 2026.
 - You can cover your spouse or domestic partner on a MultiCare medical plan only if they have no other employer-sponsored group coverage available.

Learn more about these changes by reading the benefit materials on the Employee Resource Center (ERC). Watch your MultiCare email address for information about open enrollment.

If you are on an approved leave of absence, you still must complete open enrollment. Access Workday through multicare.org under “For employees.” Call IS&T at 253-403-1160 if you have trouble with access.

For more information:

- ✓ Read about your benefits on the ERC, including plan costs and benefit comparisons.
- ✓ Visit the First Choice Health website at fchn.com/multicare to learn about your medical plan options.
- ✓ Contact HP by submitting a request in the ERC.
You can also call 253-403-6947 Mon.-Fri., 8am-6pm.