



2025 IBEW Open Enrollment Highlights

Oct. 28 – Nov. 12

2025 Plan Updates

As per the IBEW CBA (Collective Bargaining Agreement), costs for the NPYA Plan (UHC) will remain unchanged in 2025. HMO Bi-Weekly rates for 2025 will be as follows:

	Individual	Family
CDPHP (Capital District)	\$131.85	\$273.79
Independent Health	\$53.84	\$152.45

Medical/Rx: No co-pay for Insulin.

IBEW employees are now eligible for vision coverage through **Davis Vision**. The bi-weekly costs are as follows:

- Employee \$4.62
- Family \$10.62

Open Enrollment Checklist

Review All Open Enrollment and Benefits Materials on the Benefits Webpage & Powernet

Your family members can also visit nypa.gov/benefits to learn about NYPA benefits.

Complete Your Enrollment

Visit **MyPageNYPA > Benefits and Payment > Open Enrollment** and **save your confirmation statement**. You must be connected to the NYPA network to access MyPageNYPA.

- Send any **required** documentation, including adding domestic partners, to your local HR representative no later than **Tuesday, Nov. 12**.
- **New HMO enrollees** must complete an enrollment form available on the Forms section of the benefits webpage.
- New enrollees will receive ID cards in late December from the healthcare vendor.

United Health Care Emergency Room copay for in-network providers has changed from \$125 to \$150 per visit.

Core Vision Reimbursement has increased to \$100 during a 12-month period and reimbursement has been expanded to include one of the following: eye exam, prescription glasses or prescription contact lenses.

Flex Credits will now be paid bi-weekly to all eligible full-time employees.

- In 2025, annual Flex Credits will be \$700 for individuals and \$1,400 for families. (If both spouses are employed at NYPA, they are each eligible for \$700 in Flex Credits).
- Flex credits are allotted to all full-time employees to offset the cost of benefits and will be included in your bi-weekly paycheck.

Flexible Spending Accounts

To be eligible to receive NYPA FSA dollars, you must make a FSA election for 2025. **Reminder:** You must elect Flexible Spending Accounts each year even if you have no other benefit changes.

Update Your Beneficiaries

Take time to review and update your beneficiaries to ensure that your wishes are fulfilled and legal complications are avoided.

- Life insurance beneficiary forms are in the Forms section of the Benefits webpage.
- 457 Plan beneficiaries can be designated on the T. Rowe Price website.
- New York State and Local Retirement System (NYSLRS) beneficiary forms can be designated on the NYSLRS website and can also be found in the Forms section of the Benefits webpage.

Review Benefit Deductions in Your First Paycheck

Contact HR.Services@nypa.gov If you find incorrect information.

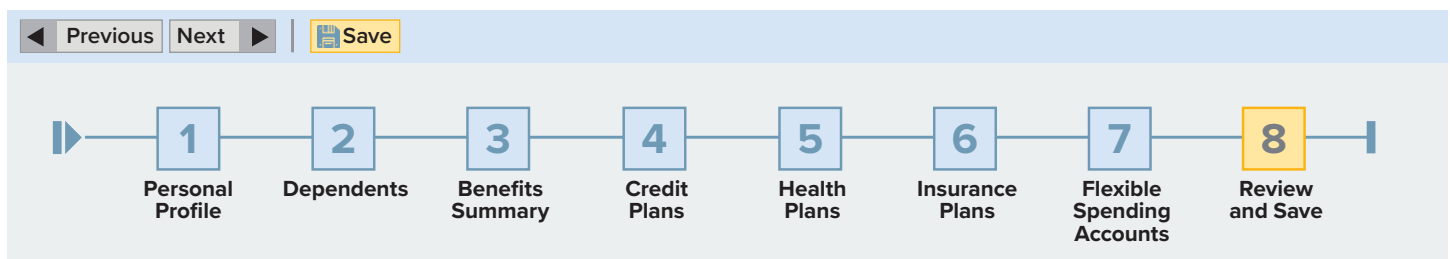


How To Enroll

You must be connected to the NYPA network to access MyPageNYPA.

Click on **MyPageNYPA > Benefits and Payment > Open Enrollment**

to access your 2025 benefits enrollment.




When you log in, you will see personalized options and per-pay period coverage costs. Once you make your elections, review your covered dependents to ensure they meet eligibility requirements.

Once you have finalized your elections, **click save**. You will see a “data saved successfully” notice.



Step by Step Instructions

- Select **Options 1, 2, 3** and **4** to verify your information is correct
- Select **Option 5, 6** and **7**- Click on the pencil to make changes 
- Select **Option 8** to review
- Be sure to **click save** in the upper left section of your screen to save your elections

Best Practice Tip!

Once you save your elections, print a Benefit Confirmation Statement for your records.

- Select **Print Benefits Confirmation Statement**

OPEN ENROLLMENT

✔ Data saved successfully

What do you want to do next?

Print Benefits Confirmation Statement

[Go to Enrollment](#)

[Go to Benefits Participation Overview](#)

Benefit Election Summary

Questions?

Contact your local HR representative or HR Services at HR.Services@nypa.gov,

call 914-287-3114 or visit nypa.gov/benefits