AUTODESK

What’s Changing for 2027 Overview

Medical

What's changing	2027 update	What it means for you
Medical carrier and network	Anthem replaces UnitedHealthcare (UHC).	Check that your doctors, specialists, and facilities participate in the Anthem network. Review transition-of-care options if you're receiving ongoing treatment.
UHC Choice EPO	Plan discontinued for 2027.	If you're currently enrolled, you'll need to select a different medical plan. If you don't make an election, you'll be enrolled in the Anthem PPO.
HDHP deductible and out-of-pocket maximum	• Deductible increases to $1,750 individual/$3,500 family in-network and $3,500 individual/$7,000 family out-of-network. • Out-of-pocket maximum increases to $3,500 individual/$7,000 family in-network and $7,000 individual/$14,000 family out-of-network.	Review your potential annual costs if you're considering the HDHP for 2027.
Hawaii medical plan	HMSA replaces UHC Hawaii PPO.	Hawaii employees should review the new plan and confirm if your provider participates in the HMSA network.
Hawaii coverage tiers	Coverage changes to employee only, employee plus one, and employee plus family.	Employee plus one can cover either a spouse or a child.
Kaiser San Francisco Basic Plan	New plan option available to eligible employees who work and/or live in San Francisco.	Employees in San Francisco may have an additional medical plan choice.

Kaiser Oregon

What's changing	2027 update	What it means for you
Inpatient psychiatric care	Changes from $50/day up to $250 per admission to $150 per admission.	Cost-sharing structure simplified to a per-admission charge.
Substance use inpatient treatment	Changes from $50/day up to $250 per admission to $150 per admission.	Review updated cost-sharing before enrollment.
Bariatric surgery	Changes from $50/day up to $250 per admission to $150 per admission.	Cost-sharing structure simplified to a per-admission charge.
Out-of-pocket maximum	Increases from $600/$1,200 to $1,500/$3,000 (individual/family).	The amount you pay out of pocket before hitting the plan maximum is increasing.
Prescription drug copays	Changes from $10/$20/$40/$150 to $10/$20/$20/$20.	Some prescriptions will have lower copays.
Hearing aids	Changes from 20% coinsurance under age 26 to a $2,000 allowance; pediatric hearing aids covered at no charge.	Expanded hearing aid coverage.
Chiropractic care	Copay decreases from $25 to $15; visit limit increases from 20 to 30 combined visits with acupuncture.	Lower copays and higher visit limit.
Acupuncture	Copay decreases from $25 to $15; visit limit increases from 12 to 30 combined visits with chiropractic care.	Lower copays and higher visit limit.

Prescription Drugs

What's changing	2027 update	What it means for you
Prescription drug administrator (Anthem plans)	Express Scripts replaces Optum Rx.	Confirm your pharmacy participates in the Express Scripts network.
Weight-management support	New Omada Health program with GLP-1 support, coaching, education, tracking tools, and a connected scale.	Eligible employees will have access to enhanced support and guidance. Current GLP-1 users may need to take steps to maintain coverage.

Dental

What's changing	2027 update	What it means for you
Dental carrier	Delta Dental replaces Aetna.	Check network participation and review your plan options.
Dental plan options	Delta PPO Basic and Delta PPO Plus replace current plans. Preventive care remains covered at 100%; orthodontia included in PPO Plus.	Compare the new options to determine which best meets your needs.
Adult cleanings	Frequency changes from four cleanings per year to three cleanings per year.	Review preventive care coverage if you currently receive quarterly cleanings.
Fillings	Alternate benefit removed; composite fillings covered on posterior teeth.	Enhanced coverage for certain fillings.
Space maintainers	Reclassified from Basic to Preventive services.	Covered at the preventive level under the plan.
Selected dental services	Occlusal guards, anesthesia/sedation, certain impacted tooth removals, osseous surgery, and molar endodontics move from Basic to Major services.	Your share of the cost may change for these services.
Aetna DMO	Plan discontinued for 2027.	If currently enrolled, you'll need to select a new dental plan. If no election is made, you'll be enrolled in Delta PPO Basic.

Vision

What's changing	2027 update	What it means for you
VSP Basic lenses	Coverage changes from every other calendar year to every calendar year.	You can replace covered lenses more frequently.

Health Savings & Spending Accounts

What's changing	2027 update	What it means for you
HSA contribution limits	Increase to $4,500 employee only and $9,000 family. Age 55+ catch-up remains $1,000.	You can save more in 2027.
Health Care FSA	Contribution limit increases to $3,400. Up to $680 may carry over. Note that the IRS has not yet released the 2027 limits.	More opportunity to save for eligible health care expenses.

Additional Benefits

What's changing	2027 update	What it means for you
Voluntary supplemental health insurance	New accident, critical illness, and hospital indemnity coverage through Lincoln Financial, including a $50 wellness benefit.	Optional coverage can provide additional financial protection.
Paid parental leave	Increases from six weeks to 12 weeks.	More paid time to bond with a new child.
Paid family leave	Increases from two weeks to six weeks.	More paid time to care for a loved one.
Employee contributions	Most payroll deductions increasing for 2027.	Review the cost comparison document to understand your paycheck deductions.
Coverage tiers	Simplified from eight tiers to four: • Employee only • Employee plus spouse/partner • Employee plus child(ren) • Employee plus family	Enrollment options will be easier to understand and compare.

Important Notes

Optum HSA	Although our partnership with UnitedHealthcare (UHC) is ending, Optum Bank will continue to serve as the HSA administrator for employees enrolled in the Anthem HDHP plan. There will be no changes to HSA maintenance fees, other account fees, or investment fees.
One Pass	If you're a current One Pass subscriber, you can continue to enjoy your membership even after Autodesk's relationship with UnitedHealthcare (UHC) ends on December 31, 2026, as long as you maintain your monthly payments. However, if you cancel your membership after this date, you will not be able to re-enroll, as you will no longer be eligible for the discounted rate through Autodesk.