PPS Requirements

Benefits Modifications for Domestic Partners and Children of Domestic Partners

S/R 15207

Final 9/13/00

Payroll Release 1153, dated November 18, 1997 provided for the enrollment of domestic partners and children of domestic partners into University sponsored medical, dental and vision plans. Domestic partners and children of domestic partners were excluded from enrolling in the legal plan, Accidental Death and Dismemberment and Dependent Life Insurance.

UC Benefits has subsequently changed the rules governing domestic partners and children of domestic partners to allow for their enrollment in the legal plan, AD&D and Dependent Life insurance.

This change will be effective January 1, 2001.

I. Domestic Partners and Children of Domestic Partners Legal Enrollment

1. EDB Maintenance Edit

   Current Process

   When an attempt is made to enroll a dependent with a Dependent Relationship To Employee Code (EDB 0635) value of “D” (Domestic Partner) or “K” (Child of Domestic Partner) in the legal plan, messages 08-639 and 12-639, “DOMESTIC PARTNER OR CHILD OF DOM PARTNER NOT ELIGIBLE FOR LEGAL” are issued and the update is blocked.

   Proposed Change

   The edit that issues messages 08-639 and 12-639 should be removed so that the enrollment of Domestic Partners and Children of Domestic Partners in the legal plan will be allowed.

2. Forms

   UPAY 850 is used to enter on-line transactions to enroll, change or cancel family members in medical, dental, vision and legal.
Currently, the box used to indicate enrollment in the legal plan is shaded on the Domestic Partner entry line, indicating that no entry should be made in that box.

UCOP Benefits will coordinate any required changes to this form.

II. Domestic Partners and Children of Domestic Partners Enrollment into AD&D and Dependent Life

1. Data Dictionary Changes

The description of the code values for EDB 0278 (Dependent Life Insurance Plan Code) and EDB0281 (AD&D Coverage Code) should be changed to reflect enrollment of Domestic Partners and Children of Domestic Partners.

See attachment A for draft data dictionary pages.

2. On-line Field Help

On-line field-level help should reflect the revised data dictionary entries for EDB 0278 and EDB 0281.

3. Code Translation Table (CTT)

The “BENE” (Benefits) section of the Post Authorization Notification (PAN) and the “Health and Welfare Benefit Enrollment Information” section of the Employee Document (IDOC) display Dependent Life Insurance enrollment information depending on the Dependent Life Insurance Plan Code (EDB 0278) value. The information is taken from the Code Translation Table (CTT).

The CTT translations for EDB 0278 should to be changed as follows (the translation length should remain unchanged at 36):

Y – Basic Plan (Flat)
S – Spouse or Domestic Partner only
B – Spouse/Domestic Partner & child(ren)
C – Child(ren) only
4. Employee Document (IDOC)

The “Health and Welfare Benefit Enrollment Information” section of the Employee Document (IDOC) displays Dependent Life “Coverage Amount” information. The wording that describes the amount allocated to each dependent when the employee selects the “Basic Plan” or “Spouse/Domestic Partner & child(ren)” should be changed as follows (no other changes are necessary to the other plans):

Y - Coverage amount: $5,000 each for spouse/partner and eligible children
B - Coverage amount: Spouse/partner - $ xx,xxx.xx
    Eligible children - $10,000 each
System Number: EDB0278
User Access Name: 0278-3
Programming Name: Dep_Life_Indicator In PPPBEN
Revision Date: xx/xx/xx

Comments:

Source(s):
Use(s):
Location(s): HBN 4522 – Dependent Life Insurance Plan Code-HBN in HDB
            APS 0147 – Dependent Life Insurance Plan Code
            BCS 0147 – Dependent Life Insurance Plan Code
            CPS 0147 – Dependent Life Insurance Plan Code
            IPS 0147 – Dependent Life Insurance Plan Code
            OPP 0147 – Dependent Life Insurance Plan Code

Name: DEPENDENT LIFE INSURANCE PLAN CODE-EDB

Type: ALPHANUMERIC

Length: 1

Format:
N/A

General Description:
Code indicating the dependent life insurance plan the individual has selected.

Code Interpretation:

Y - Basic Plan (Flat)
S - Expanded Plan, Spouse or Domestic Partner only
B - Expanded Plan, Spouse or Domestic Partner and Child(ren)
C - Expanded Plan, Child(ren) only
Blank - No dependent life insurance
System Number: EDB0281
User Access Name: 0281-3
Programming Name: ADD_COVERAGE in PPPBEN
Revision Date: xx/xx/xx

Comments:

Source(s):
Use(s):
Location(s): HBN 4507 – AD&D Coverage Code – HBN in HDB
          APS 0161 – Accidental Death & Dismemberment
          BCS 0161 – Accidental Death & Dismemberment
          CPS 0161 – Accidental Death & Dismemberment
          IPS 0161 – Accidental Death & Dismemberment
          OPP 0161 – Accidental Death & Dismemberment

Name: AD&D COVERAGE CODE-EDB
Type: ALPHANUMERIC
Length: 1
Format: N/A

General Description:
Code indicating the type of accidental death and dismemberment (AD&D) coverage selected by the individual.

Code Interpretation:

S - Self coverage
F - Family coverage (employee, spouse or domestic partner, and any eligible children)
M - Modified Family Plan (employee and eligible children only)