Addendum to Service Request 15210
Expanded Benefits Eligibility for Employees

Final 11/14/00

The following is an additional requirement that was not addressed in the original service request.

During monthly maintenance, the Assigned BELI is set to ‘1’ and a Period of Initial Eligibility (PIE) End Date is established for employees who are put into UCRP because of having worked 1000 eligible hours.

Employees who were previously not enrolled in a medical plan are entitled to a ‘waived’ premium for their first month of coverage. The adjustment process implemented with release 1295 should be modified to not make an adjustment to take a premium for the first month’s coverage in this case. The PIE End Date can be used to determine the effective date of coverage (31 days prior to the PIE End Date). Using this date, the adjustment process can determine if a premium has already been taken for that first month. If not, no adjustment will be made.

For example, an employee with BELI 5 works 1000 eligible hours and is changed to a BELI 1 during monthly maintenance to begin March 2001. The PIE End Date is set to 4/1/01. The employee selects Kaiser North medical plan on 3/15/01. The adjustment process at the end of March determines that the employee’s coverage was effective at the beginning of March, and determines that no March premium was taken. Because this was the employee’s first month of eligibility for coverage, no adjustment is made to take a premium for March coverage.

Employees who were previously enrolled in a medical plan are not entitled to a ‘waived’ premium, and an adjustment should be made to take a premium for the new plan when there has been a change.

For example, an employee with a BELI 4, enrolled in Core Medical, works 1000 eligible hours and is change to a BELI 1 during monthly Maintenance to begin March 2001. The PIE End Date is set to 4/1/01. The employee selects Kaiser North medical plan on 3/15/01. The adjustment process at the end of March determines that the employee’s career-level coverage was effective at the beginning of March, and determines that a premium for Core Medical was taken for March. Because this was NOT the employee’s first month of eligibility for coverage, and adjustment is made to back out the Core premium and take a premium for Kaiser North.