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Re: Release: 1386
Service Request: 17659
Error Reports: 1776
Programs: PPEC102, PPEC103, PPEC104, PPEC105, PPEC106, PPEC112,
PPEC115, PPEC120, PPEC121, PPEC140, PPEC160 (new), PPEC705,
PPEC706, PPEC707, PPEC708, PPEI204, PPEI315, PPEI340,
PPEI720, PPEM111

CICS Programs: PPWECEN
Copymembers: CPWSXRHI (new)
Include Members: None
DDL Members: None
Bind Members: None
CICS Maps: PPECEN0
Forms: None
Table Updates: System Messages Table, Data Element Table, Processing Group Table,
Routine Definition Table

Urgency: Urgent (See Timing of Installation)

This release addresses the following Service Request:

Service Request 17659

Currently, the New Hire web and IVR applications use the “Period of Initial Eligibility End Date”, the PIE (EDB 0751), as the principal factor in determining whether an employee should be allowed to enroll in health and welfare benefits. So long as the employee is on the Sybase table and the PIE date is not in the past, the employee is recognized as a “new hire” and allowed to use the application. This service request will specify the PPS modifications to establish a PIE on the EDB when the employee is not a new hire. Specifically, when the Assigned BELI (EDB 0360) changes or when an employee is rehired, a new PIE should be calculated and stored.

Thus, Service Request 17659 asks that PPS be modified to reset the Period of Initial Eligibility ‘PIE’ End Date on the EDB and perform appropriate benefits modifications when one of two specific actions is taken:

1. The employee is rehired after having been separated, or

2. A non-separated employee has a change to the Benefits Eligibility Level Indicator (BELI) such that the new BELI confers greater benefits eligibility upon the employee.
These changes, made in coordination with modifications to bencom will allow these employees to use IVR and web-based applications to enroll in those benefits for which they are eligible as a result of their change in status. They will also ensure that these employees are properly defaulted into benefits plans should they not take explicit enrollment action.

**Error Report 1776**

Release 1349 changed several message texts to comply with the renaming of benefits plans. It has been reported that the message text of “SUPPLEMENTAL LIFE INS DATA IS INCONSISTENT WITH ASSIGNED BELI” (existing message 08-188) is incorrect when editing supplemental disability data. The message text should be changed to “SUPPLEMENTAL DISABILITY DATA IS INCONSISTENT WITH ASSIGNED BELI”.

**Programs**

**PPEC102**

This module has been modified such that a rehired employee who does not have any active coverage (as defined in detail design) in medical, dental, vision, or legal insurance, and has an Assigned BELI of ‘1’, ‘2’, ‘3’, or ‘4’ is enrolled into the default medical plan of ‘DM’ or ‘CM’. The medical plan data is initialized for a rehired employee who does not have any active coverage in medical, dental, vision, or legal insurance, and has an Assigned BELI of ‘5’. In addition, a non-rehired employee whose BELI has changed to a greater level of benefits eligibility and does not have any active medical coverage (as defined in detail design) is enrolled in the default medical plan of ‘DM’.

The Dependent Medical plan data is initialized for each dependent of the rehired or non-rehired employee when there is no active coverage.

In addition, if an employee who is rehired has active coverage in medical, dental, vision, or legal insurance, and has a BELI value of ‘1’ and the medical plan code is blank, the employee is enrolled into the medical plan of ‘CM’.

**PPEC103**

This module has been modified to initialize the AD&D plan data for a rehired employee with no active coverage in medical, dental, vision, or legal insurance.

**PPEC104**

This module has been modified to initialize the Supplemental Life Insurance plan data for a rehired employee with no active coverage in medical, dental, vision, or legal insurance.

Note that the Supplemental Life Insurance Salary Base is not changed in this module, but rather in module PPEI720 where the Supplemental Life Insurance Salary Base will be either set to zero or re-derived depending upon the employee’s eligibility for Supplemental Life Insurance.

**PPEC105**

This module has been modified to initialize the Dependent Life Insurance plan data for a rehired employee with no active coverage in medical, dental, vision, or legal insurance.

**PPEC106**

This module has been modified to initialize the Supplemental Disability Insurance plan data for a rehired employee with no active coverage in medical, dental, vision, or legal insurance.
Note that the Supplemental Disability Insurance Salary Base is not changed in this module, but rather in module PPEI720 where the Supplemental Disability Insurance Salary Base will be either set to zero or re-derived depending upon the employee’s eligibility for Supplemental Disability Insurance.

**PPEC112**

This module has been modified to derive a new PIE End Date for a rehired employee with no active coverage in medical, dental, vision, or legal insurance.

**PPEC115**

This module has been modified such that a rehired employee who does not have any active coverage in medical, dental, vision, or legal insurance, and has an Assigned BELI of ‘1’ is enrolled into the default dental plan of ‘DD’ or ‘D1’. The dental plan data is initialized for a rehired employee who does not have any active coverage in medical, dental, vision, or legal insurance, and has an Assigned BELI of ‘2’, ‘3’, ‘4’, or ‘5’. In addition, a non-rehired employee whose BELI has changed to a greater level of benefits eligibility and does not have any active dental coverage is enrolled in the default medical plan of ‘DD’.

The Dependent Dental plan data is initialized for each dependent of the rehired or non-rehired employee when there is no active coverage.

In addition, if an employee who is rehired has active coverage in medical, dental, vision, or legal insurance, and has a BELI value of ‘1’ and the dental plan code is blank, the employee is enrolled into the dental plan of ‘D1’.

**PPEC120**

This module has been modified such that a rehired employee who does not have any active coverage in medical, dental, vision, or legal insurance, and has an Assigned BELI of ‘1’ is enrolled into the default vision plan of ‘DV’ or ‘VI’. The vision plan data is initialized for a rehired employee who does not have any active coverage in medical, dental, vision, or legal insurance, and has an Assigned BELI of ‘2’, ‘3’, ‘4’, or ‘5’. In addition, a non-rehired employee whose BELI has changed to a greater level of benefits eligibility and does not have any active vision coverage is enrolled in the default vision plan of ‘DV’.

The Dependent Vision plan data is initialized for each dependent of the rehired or non-rehired employee when there is no active coverage.

**PPEC121**

This module has been modified such that the legal plan data is initialized for a rehired employee who does not have any active coverage in medical, dental, vision, or legal insurance. In addition, the legal plan data is initialized for a non-rehired employee whose BELI has changed to a greater level of benefits eligibility.

The Dependent Legal plan data is initialized for each dependent of the rehired or non-rehired employee.

**PPEC140**

This module has been modified such that an employee is allowed to enroll or opt-out of the medical plan if the employee is currently enrolled in the default medical plan of ‘DM’ or Core Medical (CM).

**PPEC160**

This new program determines whether a rehired employee has any active coverage in the medical, dental, vision, or legal plan. The most recent hire date is compared against each associated Plan Coverage End Date. If the most recent hire date is prior to any of the associated Plan Coverage End Dates (medical, dental, vision, or legal), the
employee is still considered as having active coverage. That is, active coverage in any one or more of the four benefits plans causes the employee to be treated as having active coverage for all benefits plans.

PPEC705

This module has been changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED has changed.

In addition, if the rehired employee’s medical PCED (EDB 0294) has changed, the employee’s ECED (EDB 0454) will be set equal to the medical PCED.

PPEC706

This module has been changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED has changed.

In addition, if the rehired employee’s dental PCED (EDB 0274) has changed, the employee’s ECED (EDB 0455) will be set equal to the dental PCED.

PPEC707

This module has been changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED has changed.

In addition, if the rehired employee’s vision PCED (EDB 0348) has changed, the employee’s ECED (EDB 0456) will be set equal to the vision PCED.

PPEC708

This module has been changed to suppress the message 08-567 “DEPENDENT ENROLLMENT AFTER SEPARATION IS NOT ALLOWED” when the employee is a rehire and the dependent’s DCED has changed.

In addition, if the rehired employee’s legal PCED (EDB 0355) has changed, the employee’s ECED (EDB 0457) will be set equal to the vision PCED.

PPEI204

This module has been modified to calculate a new PIE End Date for non-rehired employees when the employee’s Assigned BELI is changed to a greater level of benefits eligibility.

PPEI315

This module has been modified such that existing history Medical, Dental, Vision, or Legal Benefits records on the FCB table are not overlaid with initialized plan data.

PPEI340

This module has been modified such that a rehired employee’s existing coverage plan end dates are not overlaid with the current end of the month date.

PPEI720

This module has been modified to determine if a re-calculation or initialization of the Supplemental Life Insurance Salary Base and Supplemental Disability Insurance Salary base is needed for a rehired or non-rehired employee.
Depending upon the rehired employee’s Assigned BELI and the rehired employee does not have any active coverage in medical, dental, vision, or legal insurance, a re-calculation or initialization of the Supplemental Life Insurance Salary Base or Supplemental Disability Insurance Salary base is needed. In addition, depending upon the non-rehired employee’s greater level of benefits eligibility, a re-calculation or initialization of the Supplemental Life Insurance Salary Base or Supplemental Disability Insurance Salary base is needed.

In addition, if an employee who is rehired has active coverage in medical, dental, vision, or legal insurance, and has a BELI value of ‘1’ and the vision plan code is blank, the employee is enrolled into the vision plan of ‘VI’.

**PPEM111**

This module has been modified to not assign a value of ‘?’ to the Assigned BELI if the Hire Date is later than today’s date.

**CICS Programs**

**PPWECEN**

This program has been modified to include the label and data field for the PIE End Date on the ECEN screen.

**Copymember**

**CPWSXRHI**

This new copymember contains the Rehired Employee Active/Non-active Coverage Flag for usage in the EDB File Maintenance Process.

**CICS Maps**

**PPECENO**

This existing CICS map has been changed to include the PIE End Date (EDB 0751).

**Table Updates**

**System Messages Table**

Existing messages (08-335 and 12-335) issued by PPP080 and PPP120 respectively have been changed. The severity levels of both messages have been upgraded to Employee Reject (7). In addition, the existing messages have been changed to ‘BELI EFFECTIVE DATE REQUIRED WHEN BELI IS CHANGED’.

The message text for existing message 08-188 has been changed to “SUPPLEMENTAL DISABILITY DATA IS INCONSISTENT WITH ASSIGNED BELI”.

The update transactions in release file CARDLIB (MSGPROD) and the completed facsimile form UPAY554 sent with this release are supplied for both Test and Production.

**DETPROD**

Currently, existing data element 0751 is not updateable as defined on the Data Element Table. Data element 0751 has been changed to allow for update. In addition, trigger value of 070 has been added to the data element 0113.

Use the transactions in CARDLIB(DETPROD), or key from the provided facsimile UPAY553 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.
PGTROD

New module PPEC160 has been added to Program ID 08 and Program ID 12.

Use the transactions in CARDLIB(PGTPROD), or key from the provided facsimile UPAY803 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

RTDROD

New module PPEC160 has been defined on the Routine Definition Table.

Use the transactions in CARDLIB(RTDPROD), or key from the provided facsimile UPAY804 form. These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

RDOPROD

New module PPEC160 must be defined to the Processing Program Table (PPT) in CICS.

Use the transactions in CARDLIB(RDOPROD). These transactions may be used both for testing and production, with the approval of your campus Payroll Manager.

Test Plan

A complete test plan is provided with this release.

Installation Instructions

Installation Instructions are provided as a separate document.

Timing of Installation

The installation of this release is urgent. Campuses are strongly encouraged to install this release into production not later than February 11, 2002. By not installing this release in a timely manner prevents the PPS (Payroll/Personnel System) from resetting the Period of Initial Eligibility (PIE) End Date on the EDB for rehired employees or non-separated employees whose Benefits Eligibility Level Indicator (BELI) has changed to a greater benefits eligibility. In addition, these employees will not be able to use IVR and web-based applications to enroll in those benefits for which they are eligible as a result of their change in status.

As usual, campuses are encouraged to install this release in as timely a fashion as possible, and in the normal numeric sequence of releases.

If there are any questions, please send electronic mail to Jackson.Quan@ucop.edu, or call at (510) 987-0464.

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