



Briefing

September 2007

News for UC Faculty and Staff

UC Medical Plans for 2008 Announced

Earlier this year, UC put its medical plans out to bid to explore new options for sustaining quality benefits at competitive prices. In August, UC announced the winning bidders and is in the process of finalizing rates and plan information.

For 2008, employees will be able to choose from a combination of existing and new medical plans during Open Enrollment in November.

Basic plan choices for 2008

- Kaiser and the regional HMO, Western Health Advantage in the Davis/Sacramento area, will continue. Employees currently in those plans who do not make a change during Open Enrollment will remain in those plans.
- There will be only one statewide network HMO, instead of two. Health Net has been selected and will remain the same as currently. The PacifiCare and PacifiCare of Nevada plans will no longer be available for 2008. Current PacifiCare of California members will be able to select another plan during Open Enrollment. Employees currently enrolled in PacifiCare of California who do not take any action during Open Enrollment will automatically be enrolled in Health Net, which offers very similar benefits and many of the same primary care doctors, specialists and hospitals. PacifiCare of Nevada members may enroll in the new CIGNA Choice Fund (see below) or the Blue Cross PPO*. Employees currently enrolled in PacifiCare of Nevada who do not take any action during Open Enrollment will automatically be enroll in the Blue Cross PPO*.
- UC will introduce CIGNA Choice Fund, a new systemwide Health Reimbursement Account plus Preferred Provider Organization (HRA/PPO) plan, in 2008. For more information about this plan, see Briefing Online (atyour.service.ucop.edu/briefing). The Definity HRA/PPO currently available at UC San Francisco

and UC Santa Barbara will be discontinued. Employees currently enrolled in Definity Health who do not take any action during Open enrolment will be automatically enrolled in CIGNA Choice Fund; current HRA balances will roll over.

- UC's current Blue Cross PLUS*, PPO*, and Core* plans will continue next year.
- Most employees will pay the same office-visit co-payments in 2008 as they do currently.

Enhanced wellness, behavioral health benefits

In addition to the basic plans, UC will offer to most employees new and improved wellness benefits and enhanced, more standardized mental health and substance abuse benefits.

StayWell will be the wellness benefits provider for all plans except Kaiser. United Behavioral Health (UBH) will provide the behavioral health benefits for all plans except Core, Kaiser Mid-Atlantic and Kaiser Umbrella. Behavioral health coverage through Blue Cross will be added to Core.

Final rates and benefits choices are subject to collective bargaining as appropriate. Final information and rates will be available in early fall. Additional information about the CIGNA plan, Staywell and the medical plan bid process is available in the online version of Briefing (atyour.service.ucop.edu/briefing).

LLNL Employees

Because the transition of management of the Lawrence Livermore National Laboratory (LLNL) to Lawrence Livermore National Security, LLC (LLNS) occurs October 1, 2007, LLNL employees will not participate in the UC Open Enrollment. LLNS will provide information regarding its open enrollment on the LLNS website in coming weeks.

Inside

UC People

Your Benefits Questions and Answers

And more....

*Blue Cross PLUS and Blue Cross PPO are offered by Blue Cross of California®, Core is offered by BC Life & Health Insurance Company. Blue Cross of California® and BC Life & Health Insurance Company are independent licensees of the Blue Cross Association (BCA). The Blue Cross name and symbol are registered service marks of the Blue Cross Association.

UC People

Selected stories of UC faculty and staff accomplishments

Merced

In Search of Hippo 'Sweat'

UC Merced engineering professor Christopher Viney's 2004 research into hippo "sweat" and its possible benefits to humans raised eyebrows and curiosity worldwide when a local news story was picked up by the Associated Press. Viewers as far away as Japan learned about his work studying the natural antiseptic, water repellent sunscreen made by hippos' skin.



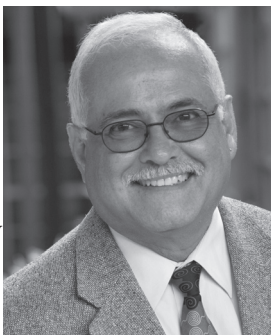
Viney studies biomolecular materials and looks at ways to design materials based on nature's principles.

"I think people do see the relevance in finding knowledge that will make the quality of life better," Viney said of the attention his research garnered.

San Diego

A Leader in Chicano Theatre

Hailed as the "founder," "father," and "most distinguished scholar" of Chicano/a theatre studies, UC San Diego professor and administrator Jorge Huerta was recently honored by the Association of Theatre in Higher Education (ATHE).



Huerta, who has been at UCSD for more than 30 years, founded El Teatro de la Esperanza and also was a co-founder of the Old Globe's Teatro Meta and co-founder of Teatro Máscara Magica. He has directed in theatres across the country, including the San Diego Repertory, Seattle's Group Theatre, Washington, D.C.'s Gala Hispanic Theatre, La Compania de Teatro

de Albuquerque, and New York's Puerto Rican Traveling Theatre.

The ATHE, the largest national academic/professional theatre organization in the country, presented him the Career Achievement Award for Academic Theatre.

In addition to holding the Chancellor's Associates Endowed Chair III as professor of Theatre at UCSD, Huerta, since 2005, has served as the Associate Chancellor and Chief Diversity Officer, appointed by UCSD Chancellor Marye Anne Fox to enhance UCSD's overall diversity.

Irvine

A Place for Students to Turn

As founding director since 1990 of the UC Irvine Health Education Center, Ellen Reibling's vision was to promote healthy lifestyle choices and educate students about diseases and other potential health problems.



An important aspect of these efforts is UCI's innovative suicide prevention website, Don't Erase Your Future (www.donteraseyourfuture.org).

The site, launched in 2006, presents historical icons and describes how, if they had committed suicide after encountering difficulties in their lives, all their contributions would have been lost. "At 18 William Shakespeare got his unwed girlfriend pregnant," the site proclaims. "What if he had committed suicide instead of writing his masterpieces?" It includes warning signs of suicide and provides links to campus resources and suicide prevention hotlines.

"At least two UCI students used the suicide prevention hotline and got treatment as a result of the campaign," Reibling says.

The American Public Health Association will honor the site with the "Best Electronic Materials" award at their annual convention in Washington, D.C., in November.

To read the full stories of UC People, see atyourservice.ucop.edu/briefing

UC Briefs

Sexual Harassment Prevention Training Launches

A revised online sexual harassment prevention training program was recently rolled out to all UC supervisors, and a faculty version was scheduled to follow.

California law (AB 1825), which went into effect in 2005, requires supervisors to complete at least two hours of sexual harassment prevention training every two years. Because faculty assign and direct the work of others, including research and teaching assistants, they are also required to complete the training.

Supervisors and faculty who completed the initial training in 2005 must now take the 2007 version of the online sexual harassment prevention course. The deadline for completing the 2007 course is December 31.

For more information, visit the Sexual Harassment Training website: www.universityofcalifornia/sexual-harassment.

Academic Council Issues Statement on UCRP

In a recently released statement about the management and investment performance of the University of California Retirement Plan (UCRP), the UC Academic Council calls UCRP "well managed." The report, based on studies by the Committee on Faculty Welfare and the Task Force on Investment and Retirement, is available at: www.universityofcalifornia.edu/senate/committees/council/ac.ucrp.0707.pdf

At Your Service Online Sign-In Security Implemented

As part of continuing efforts to promote security and to safeguard personal information on At Your Service Online (AYSO), the Sign In page has been modified to accept a Username only. Employees' and retirees' Social Security numbers will no longer be allowed for sign in. For more information, see atyourservice.ucuop.edu/briefing.



Pregnancy Disability Benefits

Q My first baby is due in six months. I'm enrolled in UC's Supplemental Disability plan with a 90-day waiting period. Will I receive disability benefits during my pregnancy and delivery?

A Most likely, no. Assuming you have a normal pregnancy and delivery without complications, the normal period of pregnancy disability is two weeks pre-partum and six weeks post-partum. Since your period of disability would end before you had completed your 90-day waiting period, no benefits would be payable.

Q Can I shorten my disability waiting period?

A If you are outside of a period of initial eligibility (PIE), you can only shorten your waiting period by submitting a UPAY 850 form to your local Benefits Office, and a Statement of Health form (available from your Benefits Office) to the insurance carrier. The carrier has the right to decline your request based on your current medical status or past history. Generally, an individual who is already pregnant will be declined.

For more information about pregnancy disability benefits, see the Pregnancy and Newborn Child Factsheet, available on At Your Service (atyourservice.ucop.edu)

Open Enrollment 2008

November 1 through November 27

Eligible employees will receive an Open Enrollment brochure in late October that will include general information, 2008 plan rates, a medical plan benefit chart, eligibility rules, and highlights of plan changes. Employees will complete their Open Enrollment transactions online beginning November 1.

During Open Enrollment, you can:

- Change to a different medical or dental plan or add eligible family members.
- Enroll in or opt out of medical, dental, and vision plans.
- Enroll in ARAG Legal Plan.
- Enroll or re-enroll in the Health Care Reimbursement Account and Dependent Care Reimbursement Account (remember, you must re-enroll in these plans each year).

Look online for more information about Open Enrollment, as well as decision-making tools, online on the At Your Service website (atyourservice.ucop.edu).

Briefing

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