



Briefing

Business Travel Insurance Provides Extra Security



When a Berkeley professor on a research mission in the mountain forests of New Caledonia fell down a ravine and crushed his leg, he needed urgent medical care and to get back to the US. With the help of Travel Assistance provided by UC's Business Travel insurance carrier, he received emergency treatment and returned home accompanied by a medical assistant. The business travel policy covered all of these expenses.

When a campus staff researcher got caught in the middle of political unrest in Kenya, Travel Assistance arranged a security escort to the airport, enabling her to return home safely.

UC's business travel insurance covers all UC faculty, staff and students who travel on University business. The plan includes coverage for:

- Out-of-country medical care
- Lost luggage, personal property and trip cancellation or interruption
- Emergency medical evacuation and repatriation
- Security extraction
- Accidental death and dismemberment

One component of the program is a registration process for each trip for those who travel out of state or out of country. The advantage of registration is that, in an emergency, UC can "find" the traveler and deliver important information. For example, at the time of the political unrest in Kenya, a campus risk manager learned through the travel registration that another UC employee was working in Kenya. The risk manager contacted the employee via email and urged him to contact the business travel assistance. With the travel assistance, he also departed the country quickly and safely.

Employees who register their travel receive a one-page document with information about the Travel Assistance program, including instruc-

tions on what to do in a medical emergency and a card with emergency phone numbers. For more information about business travel insurance and the online registration form, see uctrips-insurance.org.

Open Enrollment for 2009

Open Enrollment To Begin October 30

Open Enrollment for 2009 Health and Welfare plans is just a few weeks away and will be held from 8:00 a.m. on Thursday, October 30 through midnight on Tuesday, November 25.

New HCRA and DepCare Carrier

One significant change will be to a new vendor for the Health Care Reimbursement Account (HCRA) and the Dependent Care Reimbursement Program (DepCare). Earlier this year, UC put these plans out to bid in order to explore new options and to provide UC employees with the best service available. After reviewing the candidates' proposals and offerings, UC selected CONEXIS to replace SHPS as the new carrier for these plans effective January 1, 2009.

If you sign up for the either HCRA or DepCare during Open Enrollment, your 2009 plan year reimbursements will be administered by CONEXIS. UC has worked with CONEXIS as COBRA administrator for some medical plans and looks forward to expanding this partnership. More information about HCRA and DepCare will be available during Open Enrollment.

Medical Plans

No medical plans are expected to be added or discontinued for 2009. Employees will continue to choose: Anthem Blue Cross PLUS, Anthem Blue Cross PPO, Health Net, CIGNA Choice
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To read more stories of how UC's business travel insurance has aided employees and students, see atyourservice.ucop.edu/briefing.

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UC People

Selected stories of UC faculty and staff accomplishments

Irvine

'WALL-E' and the Professor

For three years, UC Irvine ecology and evolutionary biology professor James Hicks kept his colleagues, friends and even his wife in suspense about a top-secret movie he was involved in with Disney/Pixar studios.



When the movie finally premiered this summer, it was something of a surprise to them. Hicks worked as a consultant on "WALL-E," an animated love story featuring not alligators or snakes, which he keeps in his lab—but robots.

Hicks studies the cardiopulmonary systems of air-breathing vertebrates, so one would think he'd be better suited to consulting on a remake of "The Jungle Book." Instead, "WALL-E" producers sought his input on the long-term effect of microgravity, or weightlessness, on human physiology. "You have to consider that microgravity results in the loss of 1 percent bone density per month, and 2 percent muscle mass per week," Hicks says. "From that, you can extrapolate the effects on human beings after that long a period in space." His scientific conclusion? "They'd look like blobs," he says.

Merced

Focus on Making Campus Green Leads to Managerial Role

Javier Rodriguez knows what it means to make the most of an opportunity.

Rodriguez, who didn't speak English when he moved at age 24 from Mexico City to Santa Cruz, was chosen for the new role of general services manager at UC Merced last spring.



It's an important job and a significant challenge, but that's nothing new for a man who essentially

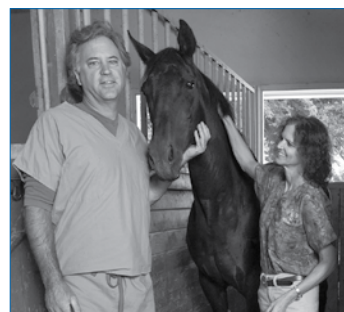
started UC Merced's custodial department from scratch when the university opened in 2005.

Rodriguez quickly got to work on making the department work as efficiently as possible. He made sure his staff was using cleaner chemicals and better equipment than he had seen in past jobs, and in so doing, he unintentionally started UC Merced's custodial services on an environmentally friendly path. By the time Rodriguez began to learn about "green cleaning," his department was already using many of its methods.

Davis

Couple Headed Olympic Horse Hospital

With many students and alumni competing in athletic events, UC was well represented at the recent Summer Olympics. And a UC Davis husband-and-wife veterinary team played important behind-the-scenes roles.



Jack Snyder and Sharon Spier coordinated the equine veterinary facility at the 2008 Olympics. Professors in the UC Davis School of Veterinary Medicine, they lead an international corps of 30 veterinarians, who advised the veterinarians accompanying the horses. They were prepared to evaluate lameness, treat injuries and even perform emergency surgeries. Snyder was in charge of surgical procedures while Spier, an internal medicine specialist, dealt with infections and internal diseases.

Because the horses cannot leave the Olympic compound for medical treatment once the games begin, a full equine clinic, complete with a pharmacy, was provided. The specially built veterinary facility was located at the core equestrian venue at Sha Tin, next to the Hong Kong Jockey Club racetrack and close to the city center.

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

Making Steps to Better Health

Taking an online health assessment last spring and reviewing the results gave Rita McLean some food for thought: fruit instead of a sugary snack and walk rather than stay glued to the computer.

McLean, a recruiter in Human Resources and a 37-year employee at the Lawrence Berkeley National Laboratory, already had a good idea of what the StayWell health assessment would reveal. Still, it gave her the push to eat more healthily, get exercise and some lose weight.

First, she joined the American Cancer Society's Active for Life Online 10-week program, which encourages employees to become more fit. And she took advantage of a benefit that many UC employees qualify for through StayWell—a wellness coach.

Because McLean's health assessment from StayWell identified some lifestyle-related health risks, she was invited to participate in StayWell's NextSteps Wellness Coaching Program. And for the last several months, she's had a coach who is resourceful and encouraging as McLean tries to meet her goal of losing 25 pounds and adopting healthy habits that will last a lifetime.

"I pretty much know what I have to do, but (wellness coach) Jodi keeps me on track," says McLean. "I like to make myself accountable, and during our monthly sessions on the phone we go over my goals and my progress. I don't want to let her down."

McLean's coach has also linked her to a variety of resources, including handy online information about nutrition and exercise. McLean and her coach are apparently a good fit. She has lost five pounds, exercises for at least 30 minutes after work, now uses her two 15-minute work breaks to go for a walk, and her diet improved.



"I have an incredible sweet tooth, but more often, now, I reach for fruit instead of a cookie and drink more water than soda," she says.

Importantly, she now feels more energetic, alert and calm during the day. "The job can be stressful sometimes, but the walks during the day are a great way of relieving stress," she says. "My co-workers have noticed my efforts and the results. That motivates me, too."

Noreen Lyn, an accountant at the UCSF Medical Center, tells a similar story. She took her health assessment in March, persuaded by a \$75 gift certificate incentive from Staywell (which she turned into three \$25 gift cards to Target, Applebees and Barnes & Noble). After her assessment, she also chose to engage a wellness coach for nutrition and fitness advice. It's been a healthy relationship.

"Before, I didn't exercise, but wasn't ready to join a gym or do something vigorous," says Lyn. "I wanted to start slowly and build later."

With the help of her coach, Lyn set some reasonable goals—exercise three times a week for at least 30 minutes and watch what she was eating. Since the spring, she has lost some weight, increased her exercise to five times a week, and she's better at bypassing the chips in the vending machine. When she was feeling stress in her shoulders at work, her coach informed her of exercises to help her relax.

Lyn sees and feels the progress she's made, and it's more than physical. "I'm breathing better and my mind is clearer," she says. "I'm committed to continuing on this course."

After all, it's the healthy thing to do.

All UC Kaiser Permanente members and their family members aged 18 and older may take a health assessment via the Kaiser HealthWorks program. Those who take the assessment are eligible for a quarterly drawing for prizes, including a \$500 gift certificate and iPods.

UC employees, retirees and family members enrolled in other UC health plans may complete a StayWell health assessment and receive a \$75 gift certificate to a merchant of their choice. Employees represented by UC unions, except those represented by UC-AFT and SETC, are not eligible for StayWell because participation was not agreed to on behalf of their members during the collective bargaining process.

For more information, visit the UC Living Well website at uclivingwell.ucop.edu.

UC News Briefs

UC Benefits Not Affected by Same-Sex Marriage Ruling

In light of the recent California Supreme Court decision overturning the law that prohibited same-sex marriage in California, UC Human Resources and Benefits wants to assure those affected that UC's benefits and benefits policies



will apply equally to same-sex marriages and opposite-sex marriages. (Federal taxation of benefits may differ, however, in accordance with federal law.)

Because UC's policies regarding benefits have been identical for spouses and domestic partners, the ruling has no effect on UC-sponsored benefits for same-sex domestic partners who marry. For more information, see *atyourservice.ucop.edu/briefing*.

IRS Salary Payments Notice Not Applicable to UC Faculty

A recent Internal Revenue Service (IRS) notice addressing teachers who work 9 months but are offered the option to be paid over 9 or 12 months does not apply to University of California faculty, according to a legal opinion from the University's outside tax counsel. For more information see *atyourservice.ucop.edu/briefing*.

UCSD Extension Registrar Named Staff Advisor-Designate

Edward L. Abeyta, registrar and director of academic services at UC San Diego Extension, recently was named staff advisor-designate to the Regents for 2008–09.

The staff advisor positions allow two staff and/or non-Senate academic employees to bring the voice and perspective of staff and non-Senate academic employees to deliberations on relevant matters that come before certain committees of the Board of Regents. For more information, see *universityofcalifornia.edu/news/article/17869*.

Additional Biweekly Paychecks Affect Optional Deductions

Employees paid on a biweekly basis normally have 24 payrolls from which optional deductions, such as additional federal and state taxes and contributions to the 403(b) and 457(b) plans, are taken. Two payrolls typically do not have optional deductions withheld because the pay period is the third one in month.

In calendar year 2008, however, there are three payrolls from which optional deductions will not be taken. On an annualized basis, this will result in less money being withheld from your pay for additional taxes or elective retirement contributions than you may have planned.

If you wish to have the original annualized amount withheld from your pay, you will need to increase your deduction amount accordingly. For example, if you authorized additional federal withholding of \$100 per pay period that would normally result in \$2,400 being withheld for the year. But in 2008, only \$2,300 would be withheld since non-mandatory deductions will not be taken for three paydays. You may wish to increase the amount of your deduction for the rest of the year to make up this difference.

The new deduction amount you authorize will remain in effect until you take action to change it.



You may change the amount of your payroll deductions by visiting At Your Service Online (*atyourservice.ucop.edu/ayso*). Contact your local Payroll Office for more information. You can change your 403(b) and 457(b) contributions at *netbenefits.com* or by calling 866-682-7787.

Sign Up for Electronic Newsletter

To receive an electronic version of *HRB Briefing*, rather than the paper version, sign in to your personal account on At Your Service Online (*atyourserviceonline.ucop.edu*). Select "Newsletter" under "Stay Connected," and choose "electronic notification."

benefits

Q&A

Q As an expectant father, I was very dismayed to learn that UC employees are not eligible for California Paid Family Leave (www.paidfamilyleave.org), because we do not pay into the State Disability program. Can you explain why UC does not enable employees to pay into the State Disability Insurance system to take advantage of this tremendous benefit? Also, please explain why there is not a comparable program for UC employee caregivers? UC San Francisco

A You are correct that California has a Paid Family Leave benefit for employees who participate in the California State Disability Insurance (CA SDI) Program. CA SDI is the employee-paid disability insurance program required for *private* employers. UC is a public employer and its employees do not participate in the CA SDI program; this is allowed by statute and a similar arrangement exists for California state employees. Instead, UC provides an employer-paid Short-term Disability Plan and an optional employee-paid Supplemental Disability Plan. Neither plan provides a paid leave benefit for family illness/baby bonding.

However, new UC employees might be eligible for the CA SDI/Paid Family Leave during the first 18 months of UC employment if they have credit with CA SDI.

UC has generous sick leave policies that allow employees to use accrued sick leave (up to 30 days) to care for ill family members, although this does not include baby bonding. UC has looked into paid family leave and there are a number of issues, including the cost of such a program, which makes it infeasible at this time.

Academic Policy allows for approval of leave with pay for academic appointees who do not accrue sick leave. Collectively bargained policies may differ—check your labor contract for details.

Q Before starting to work at UC Berkeley University Health Services in 1988, I was a medical resident at UCSF. I also worked at San Francisco General Hospital, which was associated with UCSF. When calculations are done for purposes of my vestment and retirement benefits, they always assume that my employment began in 1988. My question is: Should I inquire re: claiming the time

I was paid by UCSF, during my residency, as counting towards retirement? J. O., UC Berkeley

A Medical residency positions are not classified as UCRP-eligible positions. Even though San Francisco General was associated with UCSF, you would not have been considered a UC employee during that time.

Q I worked for 4 years in the Sweetwater Union High School District (SUHSD) and accumulated a small amount of service credit and retirement funds. Can those be rolled over into my UCSD account? P.K. UC San Diego

A Your SUHSD service credit and retirement funds are most likely with the California Public Employees Retirement System (CalPERS), but you should check with SUHSD to be sure. If you are also a member of CalPERS, there is a reciprocity agreement between CalPERS and the UC Retirement Plan which may benefit you. UC's Reciprocity Factsheet, available on At Your Service (atyourservice.ucop.edu) under "Forms and Publications," explains the UCRP reciprocity benefits. You should check the CalPERS website (www.calpers.ca.gov) for their information as well.

Do you have a question about your benefits that you'd like to have answered here? Send your questions to HRBBriefing-L@ucop.edu or UC HR/Benefits, HRB Briefing Editor, 300 Lakeside Drive, 12th Floor, Oakland CA 94612. We will provide answers in a future issue of *HRB Briefing*.

Women's Health and Cancer Rights Act Notification of Rights

Do you know that your medical plan, as required by the Women's Health and Cancer Rights Act of 1998, provides benefits for mastectomy-related services including all stages of reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, including lymphedema? Call your plan for more information.

Open Enrollment to Begin October 30

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Fund, Kaiser, Kaiser Mid-Atlantic, Western Health Advantage and/or Core.

Plan rates will be available on the At Your Service website. Final rates and benefits choices are subject to collective bargaining as appropriate.

Additional Information

Employees eligible for Open Enrollment will receive a special booklet in mid-October which will include a summary of key plan changes, the 2009 options available, as well as other important reminders.

Open Enrollment transactions must be made

online using At Your Service (*atyourservice.ucop.edu*) and any changes to enrollment will be effective January 1, 2009.

Additional information about Open Enrollment will be posted on the At Your Service website in October.

Quick Change

New for this year: when you use At Your Service to make your Open Enrollment decisions, you can click on "Make Quick Changes" if you are changing only your medical or dental plan or enrolling in HCRA or DepCare. This feature will help speed up your enrollment process.

Briefing

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