

SR80591
Legal Plan Changes for 2004

*Submitted by:
Alice Plebuch
Information Systems Support
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SR80591—Legal Plan Changes for 2004

Background

A review of the Legal Plan, both for policies and carrier, was conducted in early 2003. It was determined that the eligibility criteria should be expanded to include all benefit eligible employees (BELI 1, 2, 3 and 4). Furthermore, through the open RFP process, the University has selected The ARAG Group to provide legal services to UC employees and their eligible family members beginning January 1, 2004.

The scope of this project is as follow:

- Establishment of the new legal plan within the Payroll/Personnel System (PPS)
- Creation of a one-time program to ensure that no residual enrollments in The Signature Legal Plan remain active for January 2004 coverage
- Modification of PPS to reflect new eligibility policy

The establishment of a four-tiered rate structure was address in HR&B Service Request SR80551.

Establish ARAG Legal Plan

Account Information

Name: ARAG Legal Plan
Code: J2
Account Number: 115619
GTN(s): 340
Legal ARAG
341
Lgl ARAG Contr.

Code Translation Table

The Code Translation Table should be modified to include the new plans:

EDB	0353	J2	18	ARAG Legal Plan
EDB	0689	J2	18	ARAG Legal Plan

Data Dictionary

System Number: EDB0353

User Access Name: 0353-7

Programming Name: LEGAL_PLAN IN PPPBEN

Revision Date: PUBL. 11/01/2003

Comments

Location(s): HBN 4536 - Legal Plan Code-HBN in
HDB

 APS 2795 - Legal Plan Code
 BCS 2795 - Legal Plan Code
 CPS 2795 - Legal Plan Code
 IPS 2795 - Legal Plan Code
 OPP 2795 - Legal Plan Code

Name: LEGAL PLAN CODE-EDB

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the legal plan selected by the individual.

Code Interpretation

J2 - ARAG Legal Plan
J1 - Signature Legal Care (obsolete 1/1/2004)
XC - Cancelled legal
XD - Deenrolled due to suspension of premiums

System Number: EDB0689

User Access Name: 0689-3

Programming Name: FCB_LEGAL_PLAN

Revision Date: 04/07/00

Comments

Location(s):

Name: FUTURE LEGAL PLAN CODE

Type: ALPHANUMERIC

Length: 2

Format

N/A

General Description

Code indicating the future legal insurance plan in which the individual will be enrolled.

Code Interpretation

J2 - ARAG Legal Plan
J1 - Signature Legal Care (obsolete 1/1/2004)
XC - Cancelled legal
XD - Deenrolled due to suspension of premiums

Conversion Process

A One-time program will convert employees in Signature Legal as follows.

Individuals enrolled in "J1" with a Legal Coverage End Date (**EDB0380**) equal to initial values or greater than December 31, 2003:

Change the Legal Coverage End Date (**EDB0380**) for the "J1" plan to December 31, 2003.

Establish enrollment in a new legal plan, "J2" with Employee Legal Plan Coverage Effective Date (**EDB0457**) and Legal Plan Coverage Effective Date (**EDB0355**) equal to January 1, 2004.

Change the Dependent Legal Coverage Effective Date (**EDB0642**) to January 1, 2004 where the dependent coverage end date (**EDB0658**) is initial values or greater than December 31, 2003,

Establish a future enrollment with these attributes

Future Benefit Type (**EDB0694**) = "J"
Benefits Coverage Plan Information (**EDB0697**) = "J2"
Future Coverage Effective Date (**EDB0695**) = 01/01/04
Enrollment Reason Code (**EDB0691**)= "OE"

Other Requirements

The one-time should ensure that the Next Future Benefits Action Date (**EDB0692**) is set so that the daily process handles the update correctly.

The daily process should properly derive the Plan Coverage Effective Date (PCED – **EDB0355**) and Legal Dependent Coverage Effective Date (DCED – **EDB0457**) for the new plan.

Reports

The one time should produce an employee change file for recording in History,

Expanded Eligibility

Eligibility for enrollment in a legal plan has been expanded from BELI 1 to BELI 1, 2, 3 and 4. Employees who lose eligibility (BELI 5) may remain in the plan, but may not newly enroll. Since enrolled employees never lose eligibility, it may be necessary to manually enroll an employee who appears to be ineligible. Therefore, with the exception of the three edits listed below, there are no changes to be made to EDB processes.

Edit Changes

During Maintenance

If the BELI is not "1" an attempt to do a current or future enrollment results in employee reject level error message 08-263, " Legal Plan Data is Inconsistent With Assigned BELI" in the edit process. The edit should be modified so that if the BELI is "not '1' through '4'" is used instead of "not '1'" only. The edit associated with data override level error message 12-328, "Ineligible for Legal Due to BELI-Add Blocked" should also be modified so that it is only issued if the Assigned BELI is '5'.

When there is a future legal enrollment pending, and the BELI is changed from a "1" to another value, data override level messages 08-552 and 12-552 "Future Legal Enrollment Deleted Due To BELI Change" are issued and the future legal enrollment is removed. This edit should only be issued if the BELI changes to a value other than "1" or "2" or "3" or "4".

During Nightly Update

If the BELI is not "1" and a transaction to enroll in Legal comes from the nightly web application, the program that processes that transaction issues message 13-019 "Legal Enrollment Blocked Due To BELI Ineligibility" and the transaction is rejected. This edit will have to be changed in PPS so that BELIs 2, 3, and 4 are allowed to enroll in legal.