



OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607-5200

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MABEL LAI
BEATRICE CARDONA
BARBARA VANDEN BORRE

HAI DOAN
RENATA ELLIS

Re:	Release:	1701
	Service Request:	81264
	Programs:	PPAPDXLF, PPDXCOBR (New), PPDXMGR, PPWIDOC, PPWIPPA
	Copy members:	CPWSDOCW, CPWSDXAC, CPWSDXIN, CPWSDXTX
	Include Members:	None
	DDL Members:	None
	Bind Members:	PPDXCOBR (New)
	CICS Maps:	None
	Forms:	None
	Table Updates:	Code Translation Table, CICS Help, CICS Functions Code table, UC Aid Key Assignments table, CICS Processing Program Table
	Urgency:	Not Urgent (See Timing of Installation)

Service Request 81264

Service Request 81264 included the following summary:

“In May of 2004, the Department of Labor published final regulations governing the Consolidated Omnibus Budget Reconciliation Act (COBRA), which became effective for calendar year plans on January 1, 2005. These regulations stipulated new requirements for notifying employees, retirees, and their covered dependents ("qualified beneficiaries") of the opportunity to continue their health care benefits when there is a "qualifying event" resulting in the loss of coverage.

Qualifying events include:

- Separation (for reasons other than gross misconduct)
- Layoff
- Retirement
- Reduction of hours resulting in loss of coverage
- Approved leave without pay
- Divorce/legal separation/annulment
- Termination of domestic partner relationship
- Death of employee/retiree
- Loss of dependent status

In the event of separation, layoff, retirement, reduction of hours, and leave without pay, the employer has 44 days after the qualifying event or coverage end date (whichever is later) to notify the employee. For other events, the University must send an application packet to the qualified beneficiary or legal representative reporting the event within 14 days of being notified of the event.”

PPS is modified to develop new IDOCs for the following COBRA qualifying events to provide the COBRA notification/application cover letter for COBRA Continuation.

1. Separation (for reasons other than gross misconduct)
2. Layoff
3. Retirement
4. Reduction of hours resulting in loss of coverage
5. Approved leave without pay

Programs

PPWIDOC

PPWIDOC is the screen processor program for the Employee Document Selection Menu (IDOC) screen. This program is modified to add labels for the new COBRA Notification document selection and call the IPPA map for selecting the type of the COBRA Notification Report.

PPWIPPA

PPWIPPA is the screen processor program for the multi use Employee Documents Selection Menu (IPPA) screen. It is changed to format labels for the new COBRA Notification document selection and pass the selected COBRA Notification Report to the interface programs to print the selected report. In addition, the selection fields not used by the logical function but highlighted in the IPPA screen is cleared out.

PPAPDXLF

PPAPDXLF is the employee documents Logical Function application processor. It is modified to set the COBRA Notification report type 'COBR' and the COBRA Action Key in the CPWSDXIN field which is the input for the document print manager program PPDXMGR, if COBRA report is selected in the IDOC / IPPA screens.

PPDXMGR

This program is the PPS employee documents preparation driver module. This program receives the employee ID and document type as input and calls the text development module(s) after matching an internal table that contains module name suffixes for each document type. It is modified to set the COBRA Notification report module name 'COBR' and add logic to call this report program whenever user selects a COBRA report from the various types of COBRA Notification reports.

PPDXCOBR

PPDXCOBR is a new module called from PPDXMGR. The interface between these programs is through the working storage in the copybooks CPWSDXIN and CPWSDXTX. This new program produces the following 'COBRA IDOC' documents.

1. COBRA IDOC: Separation
2. COBRA IDOC: Layoff
3. COBRA IDOC: Retirement
4. COBRA IDOC: Reduction of Hours
5. COBRA IDOC: Approved Leave without Pay

Bind Members

PPDXCOBR

PPDXCOBR contains the package bind statements for the new program PPDXCOBR.

Copy Member Changes

CPWSDOCW

CPWSDOCW defines the EDB Employee Documents System common external working storage area. This copybook is changed to add COBRA Notification Group Number 8 to the valid Report Groups 88 level, COBRA Notification Report Type Number 11 to the valid Report Type 88 level, and COBRA Action Key that contains the selected report details from the selection screen IPPA for the function 'COBR'.

CPWSDXAC

CPWSDXAC defines the EDB Employee Documents System working storage action area. This copybook is changed to add a new action array for the COBRA Notification Documents that contains the key to the PPPCTT table entries for the text used for the 'COBR' function in the IPPA selection screen.

CPWSDXIN

CPWSDXIN defines the EDB Employee Documents System report interface for the document manager program PPDXMGR to route the call to the correct document creation program. This copybook is changed to add a new COBRA Notification report type 'COBR' to the Valid Report Types 88 level.

CPWSDXTX

CPWSDXTX defines the report array used by the dual use report generators to pass the report texts to the document manager program PPDXMGR that will route to print the report after editing it to insert total page numbers. This copybook is changed to increase the CPWSDXTX common work area to support the printing of duplicate copies of COBRA IDOC documents (Employee Copy and Retention Copy).

Table Updates

Code Translation Table

Five new records with the following code values and code translations with the translation length of 25 are added into the PPPCTT table for the data element number 'DOCS' and database ID 'EDB'. These added entries are used for the 'COBR' function's label texts in the IPPA selection screen.

<i><u>Code Value</u></i>	<i><u>Code Translation</u></i>
031	Separation
032	Layoff
033	Retirement
034	Reduction of Hours
035	Approved Leave without Pay

Infrastructure Tables

- Added a new Logical Function code 'ICOB' for the subsystem 'DX' into the UC's CICS Functions Code table UC0CFN.
- Assigned a new Screen PF Key label 'STACK-RETURN' to PF3 key for the logical function 'COBR' in the UC Aid Key Assignments table UC0PFK.

CICS Help

The IPPA screen level help is changed to include the COBRA documents.

CICS Processing Program Table

An entry is added for the PPDXCOBR Program in the CICS Processing Program Table.

Test Plan

A complete test plan is provided with this release.

Campuses are encouraged to use the base system test materials, as well as performing any other desired local tests.

Installation Instructions

A separate Installation Instructions document is provided with this release.

Timing of Installation

The installation of this release is Not Urgent.

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 Baskar.Chitravel@ucop.edu, or call (510) 987-0692.

Baskar Chitravel