

SR 81553

COBRA IDOC Change: Election Form Due Date

June 27, 2006

Background

Release 1701 implemented new IDOCs for employees who become eligible for COBRA continuation due to separation, layoff, retirement, reduction of hours resulting in loss of coverage, or approved leave without pay.

UCOP HR&B Health and Welfare Administration has requested that the logic used to print the 'Election Form Due Date' on these IDOCs be modified to be equal to 60 days after the coverage end date.

Current Process

Currently, the COBRA IDOC program derives and prints an 'Election Form Due Date' equal to 60 days after the IDOC print date.

Proposed Process

It is requested that the printed 'Election Form Due Date' be equal to 60 days after the Medical Coverage End Date (EDB 0300), assuming the employee has current medical coverage. If the employee does not have current medical coverage, the Dental Coverage End Date (EDB 0271) should be used to derive and print the 'Election Form Due Date'. If the employee has neither current medical coverage nor current dental coverage, the program should use the Vision Coverage End Date (EDB 0346) to derive the 'Election Form Due Date'. Otherwise, if there is no current coverage, the 'Election Form Due Date' should be blank.