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SR82729 Requirements
PPS: Rederive MCB Upon Rehire

Objective:

Modify logic in PPS so that the MCB is recalculated for employees who are rehired after a break in service of 120 days or longer.

Project Type:

Modification to existing PPS logic

Requested by:

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Analyst:

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Urgency:

Not Urgent.

Implementation Deadline:

Suggest bundling with 2009 benefits related open enrollment SR's.

Background

Release 1440 dated November 7, 2002 established two new data fields, the 'Medical Contribution Base – Current Year' (MCB-CY) and the 'Medical Contribution Base – Next Year' (MCB-NY) in the PPS. These fields are used in the calculation of the UC contribution toward the medical premiums according to salary level.

Current Process

With the original design, the MCB-CY is derived under certain circumstances (EDB maintenance, periodic monthly maintenance, and only if not previously established.) When employees are rehired within 120 days after termination, they are to retain the coverage in effect at the time of termination. However, currently, when employees are rehired after 120 days, the employee may elect new coverage but the existing MCB that has been retained on the employee's record is used for calculating the premiums for medical benefits.

Under a policy decision announced in 2004, when employees are rehired after 120 days, they are to be considered as newly eligible as long as 'initial employment' requirements are met. Thus, the new appointment / distribution data should be used in the determination of the medical contribution base.

Health and Welfare Policy has therefore requested that the PPS be modified to be consistent with Group Insurances Regulations in this regard.

Proposed Process

It is proposed that for rehire actions, the MCB should be derived, as follows:

- If the most recent hire date (EDB0113) is 120 days or more after the termination date (EDB0140), then the derivation logic should be triggered and the MCB-CY and MCB-NY should be recalculated
- If the most recent hire date is less than 120 days after the termination date, no derivation should occur
- The newly-derived values should replace existing values, if any, on the EDB
- If there are no appointment and distribution data upon rehire or if there are no eligible appointments, the existing error message 08-082 "Unable to derive Medical Contribution Base" should be issued.

System Requirements:

1.0 EDB Maintenance

1.1 Consistency Edits

If there are no appointment and distribution data upon rehire or if there are no eligible appointments, the existing error message 08-082 "Unable to derive Medical Contribution Base" should be issued.

1.2 Derivation (explicit maintenance during rehire action)

If the most recent hire date (EDB0113) is 120 days or more after the termination date (EDB0140), then the derivation logic should be triggered and the MCB-CY and MCB-NY should be recalculated regardless of their current value.

If the most recent hire date is less than 120 days after the termination date, no derivation should occur.

2.0 PPS Help

PPS Help should be updated to reflect this additional derivation rule.