FACULTY WELFARE ALERT!
- Open Enrollment & Medical Plan Changes
- Post Employment Benefits (PEB) Update

Medical Plan Changes: Open Enrollment is Now!

Please review your current health care choices and prepare for open enrollment options. Health care costs continue to increase; both UC and employees shoulder the burden. For 2011, UC will pay an additional $67M for employee medical plan premiums while at the same time slightly reducing the absolute percentage it contributes towards employees’ medical premiums. Some changes have been made to the 2011 medical plans with the broad aim of controlling costs. The Open Enrollment period started on October 25th and will close on November 23rd at 5 p.m.

A new Health Net option has been added, UC’s Health Net Blue and Gold HMO; this may provide substantial savings over the Health Net Full HMO for many employees. Providers at the UCLA Medical Center and Medical Group are included in this new plan, but providers at Cedars Sinai Medical Center are not included.

A new Anthem Luminos PPO with a Health Reimbursement Account (HRA) plan has been added. This replaces the more expensive old CIGNA Choice Plan. It may provide substantial premium savings over the Anthem PPO Plan for some employees, but it has the potential for higher out of pocket expenses. It is designed for employees who want excellent access to providers, but who are also willing to take an active role in managing their health costs and usage.

Other changes have been mandated by recent health care reform legislation; these include the option of enrolling adult children, up to age 26, in any of the health and welfare benefits plans that can cover dependents. Additional changes have been made to the Delta Dental Program; some coverage for dental implants is now included. Minor changes have been made to the Vision Service Plan as well as to the Life, Disability, and Accidental Death and Dismemberment plans.

Open Enrollment Information: http://atyourservice.ucop.edu/open_enrollment/

The Post Employment Benefits Process:
President Yudof’s Recommendations to the Board of Regents

On October 28, 2010, UCOP released a letter from President Yudof about proposed changes to UC retirement benefits; the letter outlines recommendations the President plans to discuss in November with the UC Board of Regents. Please click here to view President Yudof’s letter: http://universityofcalifornia.edu/sites/ucrpfuture/news-updates/president-yudof-proposed-changes-to-retirement-benefits/

PEB Information at the UCOP Website: http://universityofcalifornia.edu/sites/ucrpfuture/
PEB Presentation at the UC Academic Senate Website: http://universityofcalifornia.edu/senate/
Recent Academic Council PEB Resolution: http://universityofcalifornia.edu/senate/reports/ds_mgypeboptions.pdf