Open Enrollment for Patient Care Technical (EX) and Service (SX) Unit Employees

Open Enrollment began October 25 at 8 am and ends November 23 at 5 pm. This is your opportunity to make changes in your health and welfare benefits for 2011.

Consistent with the terms of the collective bargaining agreements between AFSCME and the University, AFSCME has requested to bargain over employee contributions to the Health Net HMO full network plan. As a result, the following information applies to any changes you make during Open Enrollment:

- If you continue in the existing Health Net HMO full network plan or if you choose the Health Net HMO full network plan during Open Enrollment, you will be charged the 2010 premium for that plan until an agreement is reached with your union or the new rates are in effect in accordance with HEERA. Since rates for the Health Net HMO full network plan may change mid-year after completion of the bargaining process, when making your open enrollment selections you should consider not only the currently applicable rate but also the potential for a new rate mid-year.

- If during Open Enrollment you change to any medical plan other than the Health Net HMO full network plan (for example, from Health Net HMO full network to Kaiser), you will pay the 2011 rate for the newly selected plan. For example, the Health Net Blue & Gold HMO is a new plan for 2011. If you enroll in the new Health Net Blue & Gold HMO, your enrollment will be effective January 1, 2011 and you will pay the 2011 premium.

Information about the medical plan options is available on the Open Enrollment website and in written communications to all employees during Open Enrollment, and reflects the 2011 contribution rate for all participants.

Enrollment of Dependents

Changes in the law require expanded eligibility for medical plan coverage for dependents to age 26. The university has expanded this provision to all plans that cover children — medical, dental, vision, legal, life and accident insurance. This expanded eligibility is available to all represented employees as of 1/1/11. You may add your children up to age 26 to UC coverage during Open Enrollment. Certain eligibility restrictions apply; please refer to the Group Insurance Eligibility Factsheet for more information.

Potential Change in Scheduled Salary Range Adjustments

AFSCME elected to reopen the agreements to bargain 2011 health premiums. Thereafter, the University decided to exercise its option to reopen the Wages articles and negotiate the next EX and SX salary range adjustments. The 3% salary range adjustment for the EX unit scheduled for this coming January 2011 is therefore suspended and subject to the outcome of negotiations. The SX salary range adjustment scheduled for next year, October 2011, is also suspended; negotiations will commence on Article 41 Wages if the health insurance negotiation has not concluded by November 1, 2011.

If you have questions about health and welfare benefits, please contact the UCDHS Benefits Office at 734-8099. Questions about salary can be directed to the Compensation Unit at 4-5009.