

# HR Contacts Meeting Notes 11/18/15

## Updates: Linda Thai Schlossman

The HR Contacts Meeting for **December** is cancelled and will resume in January.

**January** – Staff Ed and Development coming – Sue Anderson will speak

**February** – Records Retention is the topic – Paula Johnson will come and Danielle Schulte

Send your questions to Lucy Laguna (llaguna@ucsd.edu) ahead of time for this presentation.

**December** – pancake breakfast this year is free – get your tickets soon 11/19 at 10am

Staff Ed – **New Supervisor orientation** – you should have received an email – Monday Dec 7th from 8 – 4pm at the UCSD faculty club – for new supervisors – feel free to send any supervisor you feel would benefit.

They've changed the program – constructive feedback

**STAR award program** – deadlines: email will be sent out soon by Linda to clarify what the rules are because it was confusing to some.

**IT Career Tracks** – JD Online library – some IT cards still not mapped over. Make sure to create new job card and add to library. Effective date is June to get those done. Some employees may receive demotions based on the new classifications if not done correctly, so please be sure to get them in.

**Career tracks** – new families currently out for review – General Administration, HR Generalists, Engineering, Academic Personnel (now called Academic HR) – an email was sent yesterday requesting feedback – members of PARC, HR Advisory Group, MSOs have received for review – HR Generalist and HR AP are particularly of interest to HR contacts. We are review audience.

**Diversity Award Nominations** – deadline Dec. 4<sup>th</sup> (extended deadline) – Ceremony will be March 3<sup>rd</sup>, PC Ballroom West

Call for **United Way** representatives in the New Year – steering committee rep is needed

**Campus HR** – new employee Adam Romero – new to UCSD, backing up Marcele Maia.

**UC Path News** – UCOP Go Live has been approved – new employees there are getting paid Dec. 1<sup>st</sup>. UC Path Center is operational for OP Staff

Reminder – **Worker's Comp** policy is under review – you have until 12/5 to provide comments – if you received a request for feedback.

**Staff at Work Survey** – results will be received at end of November (that is the goal) – want to know who wants Scattergraphs for their program – ask Business Officers if they want them – email Linda

Results of S@W Survey should be shared with staff within departments (handled within).

Linda looking for feedback for **Exemplary Staff Program** – looking to improve program.

Linda expressed recognition of “Programs Burnout” – Diversity/Exemplary employee awards programs – can they be combined? Looking at these ideas that are out of the box and feedback like this is helpful.

### **BARBARA DIAMOND – BENEFITS OFFICE (Open Enrollment) – 10/29 – 11/24 8am – 5pm**

Ron Lieberman left in April – Barbara’s first time presenting and Jo Morales is out sick today.

#### **Only TWO people in Benefits Office – Jo Morales & Barbara Diamond**

This is a review – we are near the end of Open Enrollment

Letters went out from UCOP – employees missing SS#s – FAQ’s why are these letters going out?

If an employee received this notice s/he also received a UC Health coverage Info Request form – goes to Payroll (not Benefits!) - We have copies in case they lost the form.

**Handouts:** Quick Reference guide (given in New Employee Orientation) with plan numbers, urls, group #s – we have copies to give out – Don’t lose this handout...

Email will go to Linda with all the documents – and she will send to HR Contacts.

Tri-fold booklet – keep at your desk as a reference tool

Pay bands have increased a little – info in the booklet

Health Care facilitator brochure – new – Deborah Wells, Anna Calhoun – there to help employees resolve issues with a plan they can’t resolve on their own. First step – call the plan and try to resolve themselves. If they don’t get resolution with the plan – then then would contact Health Care facilitator.

Some people sign up for Medicare AND our plan – Health care facilitator can help prevent this. Please note that as long as an employee is still working, no need to sign up for Medicare. Only sign up when you’re ready to retire. Saves time.

Age to sign up for Medicare is 65. Questions – call Health Care Facilitator.

Few changes, some enhancements – **Review:**

**HNB&G (Health Net Blue & Gold)** rates down about \$3.00

UC Care Group – increased about \$6.00 – 50% of population see an increase.

Handout – we are supposed to promote **UCSD health care and doctors** – if you are asked for a recommendation say UCSD. Employee Guide to Choosing UCSD Health care. If you want to switch to an UCSD PCP – contact the Physicians member services plan and say they want to switch doctors. No reason is needed. UCSD is a research oriented. Thornton, Pearlman, both great options.

Pay band and adjustments – handout – compares 2015/16 pay bands

**HNB&G** – Only pay for Travel immunizations (only paid 20% before, but in 2016 will cover whole thing)

**Smoking cessation program** – in 2016 there will be telephone coaching and online program (HNB&G only)

**UC Living Well Program** – there was a card – it's going away – consensus is nobody wants to do it. If you're still in it and you started in 2015 – you have until 12/31 to complete your goal.

Plans have a built-in **Living Well** program – encouraging employees to participate in those (targeting Diabetes in Health Net)

**Kaiser** – One of best preventative programs

**Blue Shield** – travel immunizations were not covered – will not be covered within Network in 2016 – find out what BS deems as “in network” for them – call BS concierge. Covered up to 40% in network after deductible – call plan to find out if covered.

**Health Savings Plan** – Welby – surgical support – let you know what to expect before surgery.

Oncology practice of future – support group is being created to give you the best of care.

**HSA** – election during open enrollment

**Must be finished making changes by 5:00pm on Nov. 24<sup>th</sup>. NO EXCEPTIONS this year.**

**Make sure you CONFIRM your changes when you make changes in Open Enrollment online.**

**Benefits can see if they went in and tried – THEN they can help, otherwise, NO EXCEPTIONS.**

UC Contribution 2016 will be \$500 – for employee; \$1,000 for employee plus dependent (1 or more)

Use UPAY 850 for any changes for postdocs if they have problems.

Goes for TES employees moving over as well. Use UPAY 850 – quickest way to get the benefits in the system.

**Supplemental Disability** is separate from Open Enrollment. Must go through Statement of Health process.

**Core Medical** – Current – not covered – 2016 if ACA Preventive, in-network covered in full and not subject to deductible/20% out of network after deductible.

**NEW policy for CORE 2016 – in the future benefits will be offered to specific groups and they MUST make a selection, otherwise they will not be automatically enrolled (must do it within 1<sup>st</sup> 31 days).**

Groups Affected – By Agreement, Students, Per Diem – we will have more training on this and the information will be emphasized in new employee orientation.

Beli 1,2, 3 or 4 will be offered not just CORE, but all of the plans.

Most Students are covered on parent's plan or student health – so according to the law (ACA), we must offer insurance, but Benefits are not sure yet how we track how it will be offered if they refuse. If we don't offer, UCSD will be penalized. This tracking is still being worked out.

CORE – also adding applied behavioral analysis, will be part of Oncology collaboration

UC Care – travel immunizations will be covered

Optum – no changes for 2016 (Kaiser can now also use)

Blue Shield – only issuing new cards for NEW members

Kaiser – only NEW members

Delta – no card – go online can print mock card if you want

VSP – verify with dob and SS#

FSA – flexible spending account – the grace period is going away – you can roll over your balance up to \$500 – you can't use the old money until May, however. In May you can use old money WITH new money. 2016-2017. (This year it's use it or lose it)

Anybody dealing with SECOVA – having trouble getting documents, please call to get an extension. In 2016 they won't de-enroll employees without verification, only family members.

Delta Dental PPO – no changes – UC will self-funding DD and DC – will save UC \$

Delta care USA plan – rates will decrease by 7.9% (this is not a recommended plan – some things are not covered)

VSP – no changes, rumors that eventually employees may have to pay

January 1, automatic enrollment will stop for new employees during their PIE – Please use the OPT OUT Phrase on paperwork – Single Party: Core Medical – BELI 1,2,3,4; Delta Dental PPO – BELI 1 only; VSP – BELI 1 only – Use UPAY 850 to OPT OUT if they choose not to be covered.

Disability – UC Still pays short term and supplemental – no changes or cost to employee

Liberty Mutual still Disability partner – Process has changed for Maternity Leave – employee deals DIRECTLY with Liberty Mutual now...

Life insurance – same Prudential same carrier

Legal is Open (better to have it and not need it than to need it and can't get it)

AD&D – you can get in any time of year – no changes – carrier is AIG – use UPAY 850 to sign up in middle of the year.

FSA – maximum contribution is \$2,550

You may carry over up to \$500 into 2016 plan – employee needs to spend down before the end of the year if they have over \$500. Have until 12/31/15. After April 15<sup>th</sup>, unused funds carry over and then you must wait until May to use.

Dep care is the same – no rollover – last day to submit claims is April 15<sup>th</sup>.

Call Barbara or Jo Morales with questions.

