

ABBREVIATIONS AND DEFINITIONS

Abbreviations

<u>AD&D</u>	Accidental Death and Dismemberment Insurance
<u>ADR</u>	Adult Dependent Relative
<u>BELI</u>	Benefits Eligibility Level Indicator
<u>CMS</u>	Centers for Medicare & Medicaid Services, formerly HCFA
<u>COBRA</u>	Consolidated Omnibus Budget Reconciliation Act of 1985
<u>DepCare</u>	Dependent Care Reimbursement Account
<u>DPO</u>	Dental preferred provider organization
<u>CSU</u>	California State University
<u>EDB</u>	Employee Database
<u>EOC</u>	Evidence of Coverage booklet
<u>EPO</u>	Exclusive Provider Organization
<u>FICA</u>	Federal Insurance Contributions Act tax (Social Security)
<u>FMLA</u>	Federal Family and Medical Leave Act
<u>FSA</u>	Flexible spending account
<u>HCFA</u>	Health Care Financing Agency, now called CMS
<u>HCRA</u>	Health Care Reimbursement Account
<u>HIPAA</u>	Health Insurance Portability and Accountability Act of 1996
<u>HMO</u>	Health Maintenance Organization medical plan
<u>IRS</u>	Internal Revenue Service
<u>OEP</u>	Open Enrollment Period
<u>PBA</u>	Personal Benefit Account (part of United Healthcare's iPlan)
<u>PCA</u>	Personal Care Account (part of Definity Health plan)
<u>PCP</u>	Primary Care Physician
<u>PD</u>	Permanent Disability (Workers Compensation)
<u>PERS</u>	Public Employees' Retirement System
<u>PIE</u>	Period of Initial Eligibility
<u>PMI</u>	UC's prepaid dental plan
<u>POS</u>	Point of Service medical plan
<u>PPO</u>	Preferred Provider Organization medical plan
<u>SDI</u>	California State Disability Insurance Program
<u>SPD</u>	Summary Plan Description
<u>TD</u>	Temporary Disability (Workers Compensation)
<u>TFL</u>	TRICARE for Life federal medical program
<u>TIP</u>	Tax Savings on Insurance Premiums Plan
<u>UC</u>	University of California
<u>UCRP</u>	University of California Retirement Plan
<u>VRMA</u>	Vocational Rehabilitation Maintenance Allowance (Workers Comp)
<u>VSP</u>	Vision Service Plan

Definitions

Annuitant – Retired or disabled University employee, or a deceased University employee's (annuitant's) family member, receiving a monthly income from a defined benefit plan to which the University contributes. It does not include individuals who elect a lump sum cash-out or a refund from such a plan. For UC health & welfare benefits purposes, a "retiree" must meet this definition of "annuitant" (as well as satisfying graduated eligibility rules if applicable (see Administrative Supplement No. 8)) to be eligible for UC's health & welfare benefits.

Average Regular Paid Time – for any month, the average number of regular paid hours per week (excluding overtime, stipend or bonus time) worked in the preceding twelve (12) month period. Average regular paid time does not include full or partial months of zero paid hours when an employee works less than 43.75% of the regular paid hours available in the month due to furlough, leave without pay or initial employment.

Defined Benefit Plan

University of California Retirement Plan (UCRP)
California State Teachers' Retirement System (CSTRS)
Federal Civil Service Retirement System (FCSRS)
Public Employees' Retirement System (PERS)
Sacramento County Employees' Retirement System (SCERS)
Orange County Employees' Retirement System (OCERS)

Defined Contribution Plans

Tax-Deferred 403(b) Plan
Defined Contribution Plan

Enrollment Transaction – An enrollment transaction is considered processed depending on the type of transaction, as follows:

- *Paper enrollment forms* – Upon receipt of the form by the local Benefits or Accounting Office, and
- *Online data entry* – when the data is entered directly into the Payroll database.

Faculty – Academic appointees hired to teach University-approved courses for credit.

Furlough – The regularly scheduled period off work for an employee in a partial year career appointment.

Gross Premium – Total Plan premium including the University contribution, as well as the employee/retiree portion.

Health – Core medical and Medical coverage, Dental coverage and Vision coverage.

Housestaff – Individuals with titles such as "Resident in _____" or "Intern in _____".

Increased Coverage – Addition of family members, contract changes which provide higher benefits, etc.

Indemnity Dental Plan – Dental services may be provided by any licensed dentist. An annual deductible may be required before benefits are payable, and the member may be responsible for paying some co-insurance percentage for certain covered services. Benefits payable may be limited by an annual maximum; other plan maximums (e.g., for orthodontia) may also apply. (Also see “Prepaid Dental Plan” definition.)

Medicare Advantage Plan – An arrangement where CMS subcontracts for Medicare Plan coverage with a Health Maintenance Organization, such as Kaiser. The member must receive all services from the HMO, including those covered by Medicare and must complete Medicare enrollment forms in order for coverage to be effective.

Misuse of the Plan – Includes but is not limited to actions such as falsifying enrollment information or claims information, allowing others to use the plan identification card, threats or abusive behavior towards plan providers or representatives, etc.

Net Premium – Balance of plan premium after application of the University contribution. Employee’s contribution to gross premium.

Pay Status – Pay status includes any period of time for which an employee receives pay for time worked, compensatory time off, or for time on paid leave. Paid leave time includes sick leave, extended sick leave, vacation, administrative leave with pay, holiday, or military leave with pay. The one month’s pay for extended military leave and lump-sum payments for terminal vacation do not represent time on pay status.

Plan Administrator – The President of the University and those individuals within the Office of the President to whom the President has delegated authority for administration of the University’s Human Resources & Benefits Programs.

Prepaid Dental Plan – Dental services are covered only when provided by a licensed dentist who is a member of the Prepaid Dental Plan’s network. Except for co-payments for certain procedures, there is no cost to the member for covered services. (Also see “Indemnity Dental Plan” definition.)

Qualified Beneficiary – For purposes of COBRA coverage as described in Section 1009, 1109, 1209, and 1309, a Qualified Beneficiary is an eligible employee/annuitant enrolled in a University health plan (see Health, above) on the day before a Qualifying Event (see Sections XX09. A. 2.). The term also includes any of the following eligible family members of the employee/annuitant who were enrolled in the same health plan on the day before the Qualifying Event:

- A spouse of the employee/annuitant
- A natural or adopted child of the employee/annuitant
- A child born to or adopted by the employee/annuitant during the 18-month COBRA continuation period described in Section XX09. A.2.a.i.

In addition to these individuals, the University also considers the following eligible family members who were enrolled in the same health plan as the employee/annuitant on the day before the Qualifying Event as Qualified Beneficiaries:

- Any child who meets the definition of Eligible Child or Eligible Grandchild in Administrative Supplement No. 6
- Any Eligible Adult in addition to a Spouse (i.e., an Adult Dependent Relative or Domestic Partner) as defined in Administrative Supplement No. 6.

Qualified Leaves for Professional Renewal – Approved leaves which are related to employees' University positions and are under regular University leave programs for research or teaching (e.g., the Professional Leave Program for MSP employees, the Teaching Leave Program at the DOE Laboratories), or to work under a professional grant or fellowship (e.g., Guggenheim Fellowships). This definition does not include leaves to enroll as a student in a degree program or other personal leaves.

Regular Paid Time – Pay coded as "REG". Does not include such pay as overtime, stipends, bonuses, summer session income, etc. Specified in hours per week. For employees not on hourly pay, the equivalent is derived, based on the individual pay rate and eligible earnings.

Rehire – Synonymous with terms reemployment and recall (except recall from retirement under a University-sponsored Defined Benefit Plan) as used in the various personnel policies or memoranda of understanding.

Retiree – see definition of Annuitant above.

Supplemental Disability Continuation Rider – Coverage under the Supplemental Disability Plan that may be elected by employees who have Qualified Leaves for Professional Renewal.