



HUMAN RESOURCES AND BENEFITS

P.O. BOX 24570
OAKLAND, CALIFORNIA 94623-1570

November 2007

Dear COBRA Member:

University of California COBRA Continuation Open Enrollment Period

Please read this information completely. The University of California is discontinuing several medical plans for 2008. If you are currently enrolled in one of the plans, action is necessary to continue your COBRA coverage.

Open Enrollment starts November 1 and ends November 27, 2007

Because you elected to continue your University of California medical, dental, and/or vision plans under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), you can make changes during UC's Open Enrollment for 2008.

Open Enrollment Actions You Can Take

If you are enrolled in a UC **medical plan**, you may:

- Transfer from one medical plan to another.
- Enroll in another program (dental and/or vision plan) if you were eligible for that program at the time of your qualifying event.
- Add eligible family members.

Note: Definity Health, High Option (non-Medicare), PacifiCare of California, PacifiCare of Nevada and Select EPO will no longer be available in 2008. If you are enrolled in one of these medical plans and you do not select another medical plan, your coverage will terminate effective December 31, 2007. UC will NOT automatically enroll COBRA members in another medical plan. YOU MUST TAKE ACTION.

If you are enrolled in a UC **dental plan**, you may:

- Transfer from one dental plan to another.
- Enroll in another program (medical and/or vision plan) if you were eligible for that program at the time of your qualifying event.
- Add eligible family members.

If you are enrolled in the UC **vision plan**, you may:

- Enroll in another program (medical and/or dental plan) if you were eligible for that program at the time of your qualifying event.
- Add eligible family members.

The 2008 plan changes and the COBRA premiums and mailing addresses are enclosed for your information. Individuals enrolled in a UC medical Medicare plan should call the UC Customer Service Center (1-800-888-8267) for premium amounts for the Medicare plans.

How to Make a Change During Open Enrollment

To make changes, please complete and mail a copy of the enclosed *COBRA Continuation Open Enrollment and Change* form (UBEN 108) directly to the new plan (if you are transferring) or directly to your existing plan (if you are adding eligible family members). **The form must be received no later than November 27, 2007.**

Note: Do not send the initial premium payment to each health plan carrier with whom you want to enroll or add eligible family members. After the carrier(s) receives your *COBRA Continuation Open Enrollment Change* form (UBEN 108), they will tell you how to make future payments.

Other Required Forms for Medicare-eligible Continuant

If you are transferring into or out of an HMO medical plan for Medicare enrollees you will need to do the following:

- **If you transfer into a Medicare Advantage HMO Plan (Health Net Medicare Plans, Kaiser Permanente—CA/Senior Advantage or Western Health Advantage/WHA Care+),** you must also submit a *Medicare Advantage Universal Enrollment Form* (available by calling UC Customer Service) directly to your new medical plan carrier by December 7, 2007 (in addition to completing the *COBRA Continuation Open Enrollment and Change* form).
- **If you transfer out of a Medicare Advantage HMO Plan (Health Net Medicare Plans, Kaiser Permanente—CA/Senior Advantage or Western Health Advantage/WHA Care+) and into Blue Cross PLUS, Blue Cross PPO, Core or CIGNA,** you must submit a *Medicare Advantage Plan Disenrollment Form* (available by calling UC Customer Service) to the plan you are transferring out of by December 7, 2007 (in addition to completing the *COBRA Continuation Open Enrollment and Change* form).

Note: Individuals enrolled in PacifiCare/Secure Horizons do not need to submit a *Medicare Advantage Plan Disenrollment Form* to PacifiCare/Secure Horizons. Disenrollment will be automatic.

For More Information

- The UC At Your Service website (atyourservice.ucop.edu) includes a wealth of information related to Open Enrollment, including the latest news on UC's plans, links to carrier websites, and other useful sites.
- The health plan carriers can mail plan materials to you. Be sure to call early to allow sufficient mailing time. You can also call them with questions about specific plan benefits.
- UC Customer Service (1-800-888-8267) can answer your questions about completing the *COBRA Continuation Open Enrollment and Change* form (UBEN 108).

Sincerely,

UC Human Resources and Benefits
Enclosures