



HUMAN RESOURCES AND BENEFITS

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IMPORTANT INFORMATION ABOUT YOUR UC BEHAVIORAL HEALTH BENEFITS FOR:

- **Employees and Retirees in Blue Cross PLUS**

Dear

As you may know from articles in your employee or retiree newsletter, and from information posted on the At Your Service website (atyourservice.ucop.edu), the University recently conducted a comprehensive bid of its medical plans for 2008. The goal was to allow UC to continue providing affordable, quality benefit plans for current employees and retirees, now and into the future. Another major objective of the bidding process was to standardize and improve the delivery of mental health and substance abuse benefits across all UC medical plans. We are writing to make sure you know that, as a result of the bid process this year, your behavioral health benefits under Blue Cross PLUS are changing.

After reviewing all bids and considering the strongest possible behavioral health benefits program for the University community, UC selected United Behavioral Health (UBH)—which currently provides benefits under the Blue Cross PLUS plan—to provide behavioral health benefits to all UC employees and retirees except for those in Medicare Advantage plans and Core. **This means that UBH will continue to provide behavioral health coverage for employees and retirees (both Medicare and non-Medicare) in the Blue Cross PLUS plan next year.**

However, in order to standardize the UBH benefit design across all UC medical plans in 2008, there will be two important changes to the Blue Cross PLUS plan:

- The out-of-network behavioral health provider benefit will no longer be available; in order to be covered, all behavioral health providers will have to be UBH in-network providers. (Out-of-network behavioral health coverage will continue to be available under Blue Cross PPO; Blue Cross PLUS members who want continued access to out-of-network behavioral health coverage may wish to consider changing to the PPO plan for 2008.)
- Under the new uniform behavioral health plan design for all plans, the first three in-network outpatient mental health visits will be provided with no member copay. (Currently, the copay for Blue Cross PLUS members is waived for the first five visits.)

You will have the opportunity to select a new plan during Open Enrollment this year, which is from November 1–27. In late October, you will receive an Open Enrollment mailer that you can use to understand your plan options and evaluate the information to make your choices.

For all employees and retirees in the Blue Cross PLUS plan:

- When you receive your Open Enrollment mailer, carefully review the information in that material, as well as at the Open Enrollment website (atyourservice.ucop.edu) about plans that will be available to you in 2008. UC offers a variety of plans and has made some important changes for 2008. Detailed plan booklets will be posted at the website.
- Use the online medical plan comparison tool (see the quick link to “Medical Plan Chooser”) to compare plan benefits and costs. Retirees will receive an individualized statement detailing options and can also use the online “Medical Plan Wizard” quick link to compare options.
- If you take no Open Enrollment action, you will remain in Blue Cross PLUS with the UBH coverage changes described above.

If you or covered family members are currently under the care of a non-network behavioral health provider, you should know that UC has negotiated special transition benefits.

- If you receive behavioral health treatment into 2008 with a provider who is not in the UBH network, you will be eligible for a transition of care benefit.
- If receiving **outpatient** care, call UBH at 1-888-440-UCAL (8225) after November 1, 2007 for a certification of the transition benefit.
- If the treatment received is **in a facility** (either inpatient or “intermediate” such as residential, partial/day, intensive outpatient), begins prior to January 1, 2008, and continues uninterrupted into 2008, no action is required. UBH, the facility, and your current health plan will work together to ensure there is a smooth transition and coordination of care.

More transition of care information will be posted at the Open Enrollment website (atyourservice.ucop.edu).

We know that change can be difficult, and we assure you that we are doing whatever is possible to minimize any disruptions in your medical treatment or services as we transition through these important changes for 2008. The University is making these changes to be able to sustain quality benefit plans for UC faculty, staff and retirees in the current medical care market place.

If you are a current employee and have additional questions or concerns, please contact your local benefits office.

If you are a retiree and have any additional questions or concerns, please contact UC Customer Service Center at 1-800-888-8267 between the hours of 8:30 a.m. to 4:30 p.m., Monday through Friday.

Very truly yours,

Human Resources and Benefits
University of California