

COMMITTEE ON FACULTY WELFARE
Health Care Open Enrollment Resolution

To: Academic Senate, Santa Cruz Division

Background to Health Care Open Enrollment Resolution

Open Enrollment runs from October 28th to November 26, 2013. Several insurance plans have been discontinued, new plans are being offered, and a majority of UCSC employees will be required to choose a new plan for 2014 by the November 26th deadline.

It has been brought to the attention of the Committee on Faculty Welfare (CFW) that some of the information concerning insurance plans on the UC Open Enrollment website is inaccurate and/or incomplete. For example, the home page of the UC Care Open Enrollment website lists the expenses for Emergency Room (ER) Services as simply a \$100 copay. However, other documents show that the employee will also have to pay 20% of the allowed cost for Emergency Room Physician Services. This can be a significant expense in cases that require extensive immediate medical care. The Evidence of Coverage booklets for the medical plans containing full details of plan coverage are not available on the Open Enrollment website. The information currently available to employees is in the form of plan summaries provided by UCOP, which are incomplete and in some places contradictory. Further, at the commencement of Open Enrollment, an Evidence of Coverage booklet had not yet been created for the Blue Shield Health Savings Plan, indicating that final decisions have not yet been made concerning some elements of coverage.

UC employees must have access to complete and accurate information in order to make informed choices about their health care coverage. Therefore, we insist that the Open Enrollment website information be accurate, Evidence of Coverage booklets for each insurance plan be provided, employees be notified of corrections, and employees be provided with additional time to enroll or change their enrollments based on updated and accurate information.

Whereas; the Santa Cruz Division of the Academic Senate is concerned that inaccurate and conflicting information about the new health care plans has been published during the Open Enrollment period and

whereas; it is essential that UC employees have access to a complete and accurate description of the coverage provided by each plan,

THEREFORE BE IT RESOLVED that the Santa Cruz Division of the Academic Senate requests the UC Office of the President notify all employees when the plan coverage information is corrected on the Open Enrollment website and the final Evidence of Coverage documents for medical plans are posted, and that the Open Enrollment Period be extended to allow sufficient time to review these documents. Employees who enrolled before the final documents were posted must be notified that inaccurate information had been posted, and these employees must be provided an opportunity to change their enrollment.

Respectfully submitted;

COMMITTEE ON FACULTY WELFARE

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