Good morning to all!

I have a few academic compensation/UCPath updates as we close out this year. Please share the information with your employees as appropriate.

First, let me scream from the rooftops the good fortune of Heather Fowler Zion joining my team as Academic Compensation Analyst. Heather was previously the Academic Family Programs Liaison in APS. Heather and I have big plans to improve outdated compensation processes, become masters of UCPath, and make your lives better. Heather can be reached at hzion@ucsd.edu. We will soon forward Mary's old phone line (858-822-3748) to Heather; we are in the process of drawing straws to see who gets to go to campus to do that.

UCPath Updates and Reminders

1. **December End Dates:** Please be sure to terminate, extend, or put on SWB (whichever is appropriate) those employees whose jobs end 12/31/2020.

2. **Short Work Break Process Change:** You no longer have to change the FTE to 0.00 when you put someone on short work break. UPKs and Job Aids will be updated.

3. **Academic Transfer Template – Discontinue Use:** The academic intralocation transfer template is causing problematic issues with vacation/sick/PTO accruals, end dates, direct retros, reporting, and more. Our new best practice for academic transfers will be to use the Concurrent Hire template to add the new job and the Termination template to end the old job. *This change does not apply to the Staff intralocation transfer process.*

4. **Recall Benefits:** Due to Affordable Care Act (ACA) programming in UCPath, academics who are recalled within 26 weeks of their retirement date, will be offered Core benefits. What should employees do? It depends on their personal situation. Below are four typical examples:

   - Recall enrolled in annuitant health who does NOT want to switch to Core benefits. Ignore the automated message from UCPath and make no changes in the UCPath Portal.
   - Recall enrolled in annuitant health who wants to switch to Core benefits as their primary payer during their recall appointment. These individuals must take positive action to accept Core via the UCPath Portal. UCPath does regular screenings of duplicate coverage and will ensure the employee is de-enrolled from annuitant health.

     When the recall appointment ends, an employee who selected Core will need to
contact RASC to re-enroll in annuitant health. Re-enrollment in annuitant health will be allowed as the switch to Core benefits due to recall would be considered an involuntary loss of coverage (ILOC). Employee must contact UC Retirement Administration Service Center at 800-888-8267 and tell them the date they stopped working so that they can be switched back to retiree coverage.

- Recall ineligible for annuitant health (e.g. lump sum cashout) who wants to accept Core benefits. Employee must take positive action to enroll in Core via the UCPath Portal.

5. W-2 Access: Everyone always has online access to W2s and earnings statements, whether they opt-in or not. The difference is, if you consent to online delivery, you will NOT also receive a paper copy of your W2 in the mail. We recommend everyone reviews the current status of their delivery method and make changes if desired:

   Log in to UCPath online, select Employee Actions > Income and Taxes > Enroll to Receive Online W-2. If it says “CONSENT RECEIVED” you are signed up for online delivery and will NOT receive a paper copy in the mail; if you want to reverse this choice you will need to check the box.

I think we are all glad that 2020 is almost over. I appreciate every one of you and the extraordinary efforts you all put forth to launch UCPath. Thanks for being patient with me as we all learned (continue to learn) the new system. Here’s hoping that everyone’s “path” in 2021 is lined with gumdrops and roses and clear of obstacles. Stay healthy and happy, my friends!

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