

September 2, 2015

To: Payroll Coordinators and Graduate Appointee Coordinators
From: UW Human Resources - Benefits Office
Subject: Graduate Appointee Insurance Program for Fall Quarter 2015

This memo provides you with information and deadlines to ensure that eligible Academic Student Employees (ASEs) in your department can receive timely benefits under the Graduate Appointee Insurance Program (GAIP) for the 2015-2016 plan year.

Please read this memo carefully as the information provided is critical to meeting the fall quarter appointment deadlines. You are responsible for reading and understanding this information. If you have any questions about what is presented here, please email benefits@uw.edu.

Department Responsibilities:

- **Deadline.** For ASEs who are scheduled to be eligible for UW-paid GAIP coverage for fall quarter 2015, the deadline for entering appointment and distribution information is **Monday, October 5, 2015**. Fall quarter GAIP coverage starts October 1, 2015.

Please keep in mind that when appointments and/or distributions are delayed and the error is not discovered until later in the academic year, not only does it impact the coverage for the quarter in question, it also affects the appointee's eligibility for summer quarter coverage AND coverage for pre-existing medical conditions.

The labor contract between the UW and the UAW for represented ASEs makes meeting deadlines especially important. Under the UW/UAW contract, an ASE may file a grievance if coverage is delayed due to late entry.

- **Self-Pay.** For those appointees who will be eligible for GAIP on a self-pay basis, a list MUST be sent via email to benefits@uw.edu with "Fall Quarter 2015 GAIP Self-Pay" in the subject line on or before 3:00 p.m. October 5, 2015. This list must contain the eligible appointee's name, student ID number, local mailing address and a brief summary regarding the source of outside funding. Self-pay eligibility information is available online at: <http://www.uw.edu/admin/hr/benefits/insure/gaip/self-pay.html>
- **Verify Eligibility.** Departments are responsible for entering accurate appointment and distribution information into the UW payroll system. This means that prior to using one of the GAIP-eligible job classes, the department must ensure that a student will hold a position that meets all eligibility rules, as outlined on the GAIP web site: <http://www.uw.edu/admin/hr/benefits/insure/gaip/>
- **Funding.** It is the responsibility of the department to ensure that appointments and distributions are processed on time. UW Benefits verifies the actual date that an appointment was entered prior to transmitting eligibility to the plan administrator. Frequently, the issue is budget uncertainty. There are alternate methods you can use in this situation, as outlined at: <http://www.uw.edu/admin/hr/benefits/insure/gaip/dept-info.html#funding>

- **Appeals.** Departmental appeals for retroactive coverage based on budget issues will not be accepted.
- **Address Updates.** Please remind your appointees that having the most up-to-date local contact information is very important, especially current email addresses. Appointees can update this information in Employee Self Service at <http://www.uw.edu/ess>

Student Responsibilities:

- All eligible ASEs will automatically be enrolled in GAIP Appointee-Only coverage. Those who wish to enroll their dependents must do so online every fall quarter **EVEN IF THEY HAD PREVIOUS GAIP COVERAGE**. This will be communicated directly to all graduate students by the Benefits Office. Memos to ASEs are also posted online at the GAIP website: <http://www.uw.edu/admin/hr/benefits/insure/gaip/pubs.html>
- **Enroll Dependents.** Students are responsible for ensuring that eligible dependents are enrolled in the Plan on time for fall quarter 2015. Enrollment must take place by **October 31** through the plan administrator and insurer, LifeWise Assurance Company (LifeWise).
- **Verify.** Students are responsible for communicating with the department to verify that the appointment was entered into the payroll system on time.
- **Orientation Session.** First-time GAIP participants are encouraged to attend a GAIP orientation session on to learn about GAIP eligibility requirements, enrollment, health benefits, and more. Register at: <https://ucs.admin.uw.edu/pod/Course/Details/BOGAIP>
- **Loss of Coverage:** For students losing eligibility for UW-paid GAIP coverage starting fall quarter, LifeWise will send a continuation of coverage (COBRA) notice to their home address in mid-October. Students should check ESS to ensure their home address on file is current so they will receive information without delay
- **Contact Administrator.** The student's primary contact for coverage issues and questions of any sort is LifeWise, not the academic department or the Benefits Office. Contact information for LifeWise will soon be available online at: <http://www.uw.edu/admin/hr/benefits/insure/gaip/contacts.html>

If you have any questions or concerns not addressed above, please contact benefits@uw.edu.