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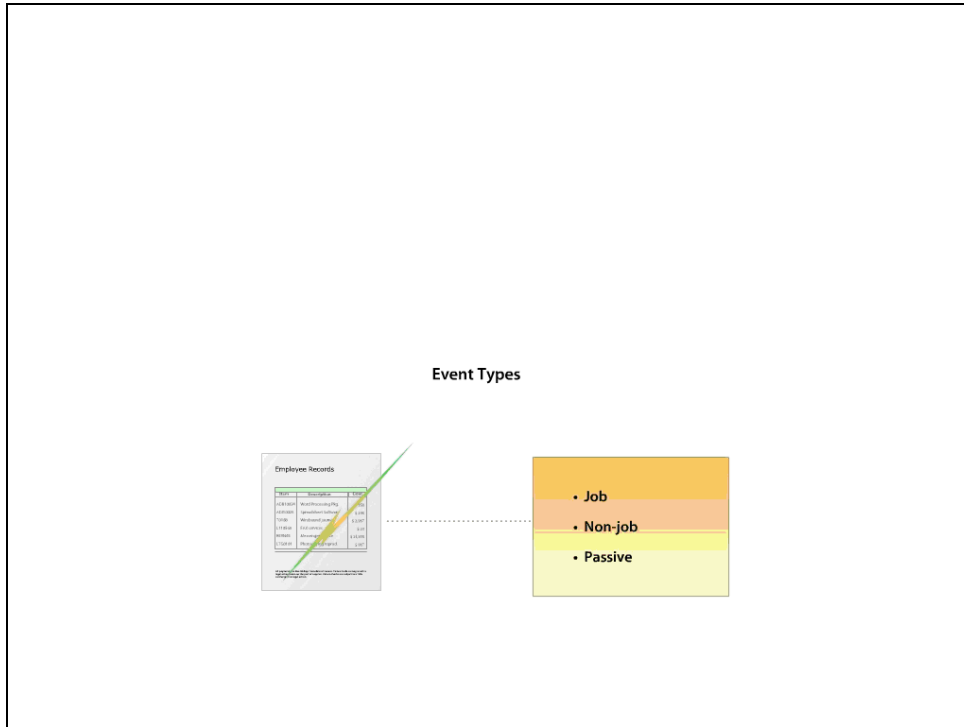
Understanding Events

Concept

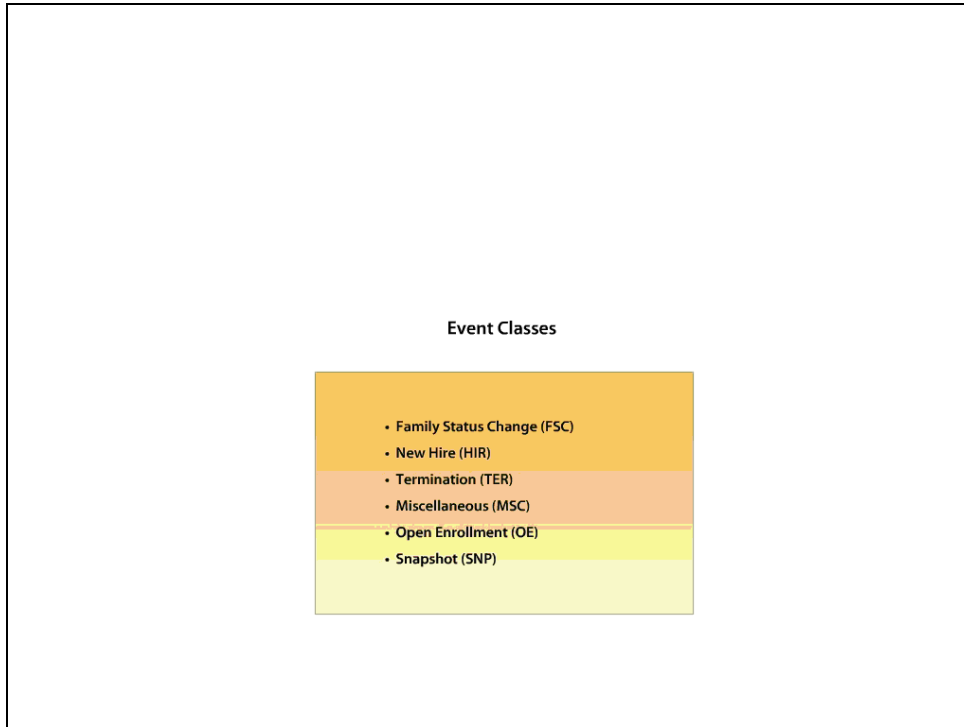
Events are changes performed to an employee's record that can affect employee benefit options. Changes to an employee's personal information or job information that affect eligibility for benefits trigger events for Event Maintenance processing.

This topic describes the following:

- Event types
- Event classes
- Event rules



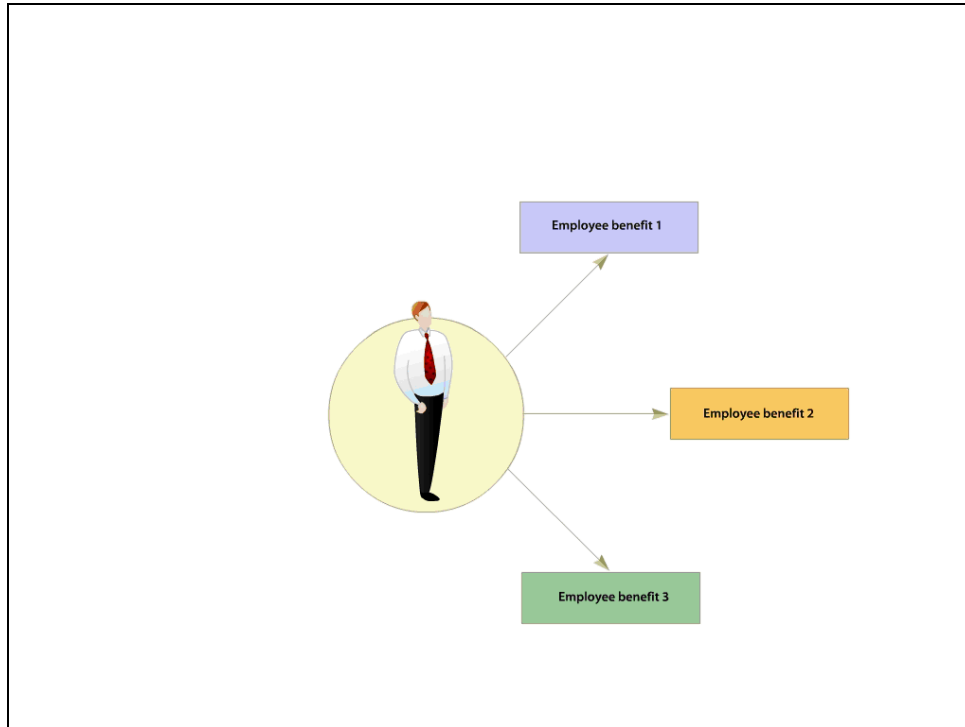
Step	Action
1.	To administer benefits, you must process three types of events: job , non-job , and passive .
2.	Job events occur when you make changes to an employee's job data, such as status, company, and standard working hours. Changes in employee information automatically trigger job events, such as hires, transfers, and terminations.
3.	Non-job events are any changes to an employee's personal or demographic information that affect eligibility. These include changes in family status, state code, postal code, or union code. A change in state, postal, or union code automatically triggers an event for the Event Maintenance process. A change in family status must be added manually for the Event Maintenance process.
4.	Passive events are based on an employee's date of birth or service date. These events can be triggered automatically after predefined time periods, however, UMS does not currently use automated passive event processing but rather the MAC report is used to determine passive events that must be processed manually.



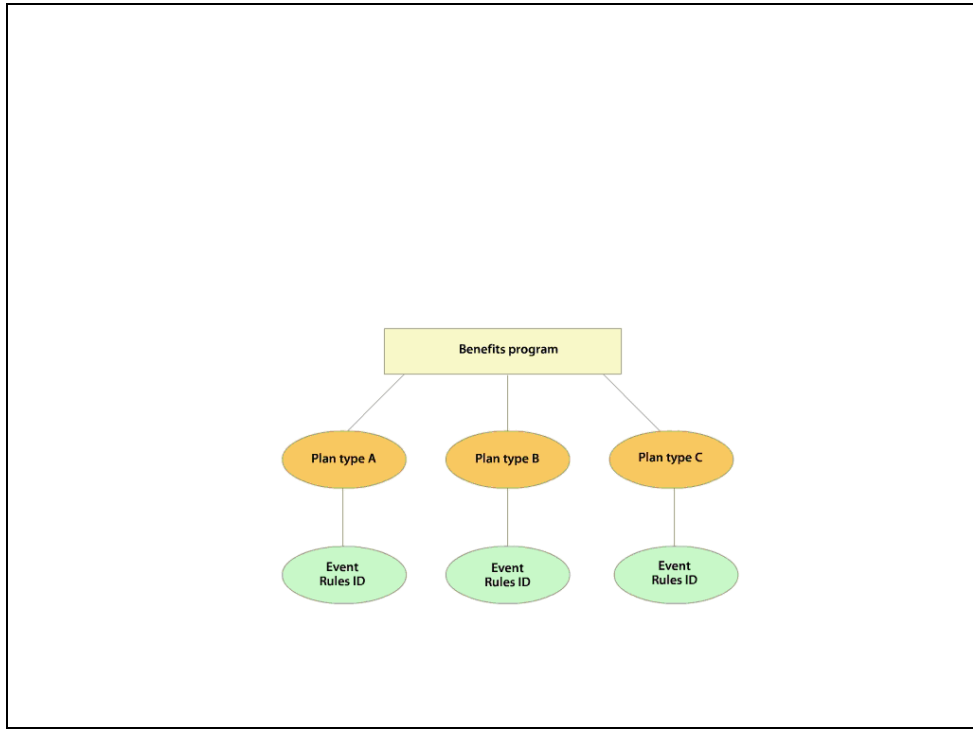
Step	Action
5.	<p>Event classes are types of events that the application recognizes for processing. Event classes are used to classify events for employees and trigger the Benefits Administration (BAS) process. Listed here are some of the event classes available in PeopleSoft Benefits Administration.</p>

Class	Purpose	Priority
BIR	Processing records related to the birth or adoption of a child	300
FSC	Processing records related to a change in family status such as: <ul style="list-style-type: none"> ▪ Death of a dependent ▪ Employment of spouse ▪ Marriage ▪ Divorce or legal separation 	300
HIR	Recording new employees for benefits coverage	100
TER	Processing terminated employees' records	200
MSC	Processing any job action that is not in another specific class	400
PWB	Processing a job action related to PATFA work break	400
SWB	Processing a job action related to a short work break	400
OE	Processing employee records at a specific time of the year for benefits coverage	900
SNP	Establishing an initial snapshot of employees' current benefits eligibility	50

Step	Action
6.	This table displays the purpose and priority of event classes. Event priority identifies the priority value for each event class. Events are prioritized, first, according to the event date and, then, according to the priority within an event date. Events with lower priority values are processed before events with higher priority values.



Step	Action
7.	Event rules determine the benefit options that an employee can choose as a result of an event that has occurred. These rules evaluate the event and the plan types affected by the event. In addition, event rules determine the start and end dates of a new coverage based on the event.



Step	Action
8.	Event Rules ID are specified and processing rules are defined for each event class. An Event Rules ID is associated with each plan type available in a benefits program.



<ul style="list-style-type: none">• Default method to use• Option changes that the event rule should permit• Levels of participation• Proof requirements for the participation or waiver of coverage• Coverage begin and end dates• Deductions and flexible credits begin and end dates• Event effects on Billing• Method used to modify the deduction calculation for billing

Step	Action
9.	Listed here are the parameters that are applicable for each event rule.
10.	In summary, events are changes performed to an employee's record that can affect employee benefit options.