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
1. To administer benefits, you must process three types of events: **job**, **non-job**, and **passive**.

   - **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.

   - **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.

   - **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
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5. **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.
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
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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.
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.
<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
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<tbody>
<tr>
<td>9.</td>
<td>Listed here are the parameters that are applicable for each event rule.</td>
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<td>10.</td>
<td>In summary, events are changes performed to an employee's record that can affect employee benefit options.</td>
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