

COVERAGE FOR ADULT DEPENDENTS AGE 21 TO 26
FREQUENTLY ASKED QUESTIONS

You may cover your adult dependent who is over age 21 under a State of Delaware Group Health Insurance Plan beginning July 1, 2011 until the end of the month in which the adult dependent turns 26.

Q. *Where can I find the complete policy for covering my adult dependent?*

A. The complete policy is available on the Statewide Benefits Web Site at www.ben.omb.delaware.gov/documents/cob.

Q. *Who is considered to be an adult dependent for purposes of coverage over age 21 to age 26?*

A. The dependent must be a son, daughter, stepchild or adopted child to be eligible for coverage to age 26 under the Patient Protection and Affordable Care Act (PPACA).

Q. *May I cover a dependent who is not a son, daughter, stepchild or adopted child?*

A. If the dependent is not a son, daughter, stepchild or adopted child, they must be under the age of 21 or 24 if a full time student *and* dependent upon you for 50% support and meet other Program rules. (Please see the State of Delaware Group Health Insurance Program Eligibility and Enrollment Rules.) These provisions are in accordance with PPACA and the Internal Revenue Code which dictates what dependents can be covered on a pre-tax basis.

Q. *When does this policy go into effect?*

A. In accordance with the Patient Protection and Affordable Care Act, coverage under this policy will begin July 1, 2011.

Q. *When does this coverage end?*

A. Coverage under this policy terminates at the end of the month in which the adult dependent turns 26.

Q. *Does the adult dependent need to live with me?*

A. No.

Q. *Does the adult dependent need to be a full-time student?*

A. No. Student Certification forms will no longer be required for adult dependents over age 21.

Q. *What if the adult dependent is married? Can he or she still be covered? What about his or her spouse or child(ren)?*

A. You may still cover your adult dependent regardless of marriage status. Neither your adult dependent's spouse nor children may be covered.

Q. *How do I enroll my adult dependent?*

A. You may add your adult dependent to your coverage electronically during the regular Open Enrollment period, which has been extended until May 27, 2011 by contacting your benefits or HR representative if you are enrolling an adult dependent (this includes enrollment for yourself if you are also enrolling an adult dependent). The enrollment will be effective July 1, 2011. **Please note: You must also complete the “Adult Dependent Coordination of Benefits Form” for each adult dependent you cover.**

Q. *What if my adult dependent graduates from college at the end of May 2011 and is over age 21? Can I enroll my adult dependent at that time since he or she would lose coverage effective June 1 under the old rules?*

A. No, the new Adult Dependent policy does not take effect until July 1, 2011. However, Senate Bill 35 has been signed into law by Governor Markell. Senate Bill 35 will allow dependents who graduate or turn 24 in May 2011 to remain on an employee or retiree's plan for the month of June 2011.

Q. *Who needs to complete an Adult Dependent Coordination of Benefits Form?*

A. If you are enrolled in a health plan, other than the new CDH Gold plans through Aetna or Blue Cross, and you cover an adult dependent child who turned 21 by the end of 2010, you must complete the Adult Dependent Coordination of Benefits Form during Open Enrollment and any time your adult dependent's employment status changes which impacts their eligibility for benefits.

Q. *What happens if my adult dependent is employed?*

A. If you are enrolled in a health plan other than the new CDH Gold plans through Aetna or Blue Cross and your adult dependent is not a full-time student and is employed full-time by an employer who offers healthcare benefits, your adult dependent must enroll in that coverage under certain circumstances (see Adult Dependent policy and additional FAQs below). In this case, the employer's coverage will be your adult dependent's primary coverage, and the State of Delaware coverage will be secondary.

Q. *What do you mean by primary and secondary coverage?*

A. If your adult dependent is enrolled in his or her employer's benefits, those benefits will pay first as the primary coverage, and any remaining claim amount will be submitted to the member's State of Delaware coverage as secondary coverage. Payment will not be more than the provider's allowable charge.

Q. *What happens if my adult dependent does not enroll in benefits offered through his or her employer?*

A. Your adult dependent's coverage under your State of Delaware plan will be sanctioned and reduced to 20% of the normal coverage. For example, if the plan would normally have paid \$100 for a medical service, only \$20 would be paid for that claim. In addition, your adult dependent would need to pay in full for any prescriptions and then file a paper claim to the pharmacy benefit manager for the reduced reimbursement.

Q. *What if my adult dependent's coverage is not very good and is expensive for us?*

A. As long as your adult dependent pays 50% or less of the premium for the least expensive, employee-only coverage, he or she must enroll in that coverage.

Q. *What if my adult dependent just started a new job and has a waiting period before qualifying for company benefits?*

A. When you complete the Adult Dependent Coordination of Benefits Form, you should indicate in the "Comments" section that there is a waiting period, and you should specify when your dependent's coverage will be effective. (*For example: "Adult dependent began new job on January 1, 2010, and has a waiting period. His benefits will begin on April 1, 2010."*)

Q. *What does the form mean by the % my adult dependent would pay, and how do I get that information?*

A. You need to enter the percentage of the premium that your adult dependent would pay for the least expensive, employee-only plan offered by the employer. The employer should be able to provide you with this information. For example, if the employer pays \$500 per month for the coverage, and your adult dependent pays \$100 per month, the percentage is 20%.

Q. *When would my adult dependent NOT be required to enroll in company healthcare coverage?*

A. There are several exceptions to the policy that an adult dependent must enroll in healthcare coverage through the employer. The adult dependent is not required to enroll in company coverage if:

- The adult dependent is a full time student and is under age 24.
- The employer does not offer healthcare benefits to its employees.
- The adult dependent would pay more than 50% of the premium for the least expensive employee-only plan.
- The adult dependent does not work full-time.
- The adult dependent works outside the State of Delaware and the employer offers only an HMO plan with no State of Delaware providers.
- You are enrolled in the CDH Gold plans through Aetna or Blue Cross.

Q. *What is the high-deductible plan with a Health Savings Account referenced on the Adult Dependent Coordination of Benefits Form?*

A. This is a very specific type of benefit that is covered by a separate IRS ruling. For additional details, please click on the link in the form or see the information on the Statewide Benefits website at www.ben.omb.delaware.gov/documents/cob.