

# New Information Regarding Dependent Eligibility

This Fall the Benefits Office will conduct an eligibility audit of dependents covered under the University's health insurance program. Ineligible dependents will be removed from coverage. An amnesty period is being held during your annual Benefits Open Enrollment. Enrollees may remove ineligible dependents from coverage during this time. Dependents reported by enrollees as ineligible during the special amnesty period will be removed from coverage effective July 1, 2009, and the enrollee will be held harmless for any claims paid on behalf of the ineligible dependent.

**Keep the following changes in dependent eligibility in mind when making your health benefits enrollment decisions:**

## Child Eligibility Extended to Age 25 with \$50 Monthly Premium

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Children age 23, 24, and 25 who are full-time students are now eligible for coverage through the Ohio University PPO plan for an additional Extended Child Premium of \$50 per month. Previously, children were eligible for coverage only up to age 19, or up to age 23 with full-time student status.

The \$50 premium is in addition to other premiums an employee pays to cover themselves or other family members.

To enroll a child age 23, 24, or 25, simply add them to your enrollment form. The \$50 monthly premium will be automatically deducted from your pay.

### Child Eligibility Chart:

|                      |  |
|----------------------|--|
| Birth through age 18 | Eligible;  |
| Age 19, 20, 21, 22   | Eligible if a full-time student;   |
| Age 23, 24, 25       | Eligible if a full-time student; \$50 per month Extended Child Premium is required |

## Domestic Partner Eligibility Expanded to Opposite Sex Partners

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Opposite Sex Domestic Partners are now eligible for University benefits, including medical, prescription drug, vision and dental insurance, and educational benefits. Previously, only married spouses and same sex domestic partners were eligible for such benefits.

In order to take advantage of this enhanced benefit, employees will need to apply for domestic partner coverage by completing the domestic partner enrollment form, the affidavit of domestic partnership, and by completing a new health benefits enrollment form. ([www.ohio.edu/hr/forms.cfm](http://www.ohio.edu/hr/forms.cfm))

Benefits for a domestic partner are taxable, per IRS regulations. Appropriate taxes will be applied to each pay check. Please see the Domestic Partner Tax Information explanation at [www.ohio.edu/hr/forms.cfm](http://www.ohio.edu/hr/forms.cfm) for details.

## Legal Guardians Now Eligible for Health Benefits

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Children for whom an employee is a legal guardian are now eligible for University benefits, including medical, prescription drug, vision and dental insurance, and educational benefits. Legal guardian children will also be included as eligible dependents for use of sick and family medical leave.

In order to take advantage of this benefit improvement, employees will need to submit official documentation of the legal guardianship to University Human Resources.