

Family Eligibility Requirements for Life Insurance

This supplement describes life insurance eligibility for related UC employees (i.e., married, parent, child). Unless otherwise excepted, the term 'dependent life' means both the expanded and basic dependent life programs.

Eligible employees with UC-employed family may:

1. enroll in employee-paid life, **OR**
2. be enrolled as family member under either of the dependent life programs (in lieu of enrollment in the employee-paid life insurance)
3. cover their eligible family members under either of the dependent life plans if the family members are not eligible for employee-paid life insurance and are not covered by another employee's dependent life plan.

Employees with UC-employed family may not:

1. be covered as family members under the dependent life insurance if they re-enrolled in employee-paid life, **NOR**
2. enroll in employee-paid life if they are covered as family member under the dependent life plan, **NOR**
3. enroll children in a dependent life plan if their spouses already cover the children under a UC dependent life plan, **NOR**
4. enroll disabled family members in dependent life if the family members are covered under the premium waiver provisions of the employee-paid life plan. If a family member's premium waiver ends, there is a PIE to enroll in a dependent life plan due to involuntary loss of coverage.

If duplicate coverage occurs, plan benefits will be paid under the plan with the earliest effective date. The University may de-enroll employees from life insurance or dependent life insurance plans when duplication is found.

Periods of Initial Eligibility

Periods of Initial Eligibility (PIEs) to enroll in employee-paid or dependent life insurance due to involuntary loss of coverage are created under the following circumstances: (Employees must be eligible for coverage at the time of the PIE.)

1. death of either UC spouse or UC employed family members,
2. divorce of two UC spouses,
3. termination of employment of either spouse or UC employed family members.

- a. If two spouses are enrolled in employee-paid life and one leaves University employment, the remaining spouse may enroll the departing spouse in basic or expanded dependent life insurance. Similar rules apply to parent/child relationships.
- b. If one employee is enrolled in employee-paid life and is covering another under basic or expanded dependent life insurance and the sponsoring employee leaves UC, a PIE for *both* the employee-paid and dependent life insurance is created for the remaining employee. Eligibility for employee-paid life insurance is limited. (See chart on pages 4 and 5 of this Administrative Supplement.)
- c. Eligibility is linked to the employee-paid life option chosen by the departing spouse, not to the amount of coverage. If the remaining spouse would like more employee-paid coverage, a statement of health is required.

As mentioned above, if a family member loses employee-paid life insurance coverage which had been continued via premium waiver, the remaining active employee has a PIE to enroll the family member in either dependent life insurance plan.

Please consult Group Insurance Regulations for additional information on Periods of Initial Eligibility.

Movement Between Dependent Life Programs

From Basic to Expanded Coverage

1. Moving from basic to expanded dependent life requires a statement of health for a spouse, if applicable.

From Expanded to Basic Coverage

1. Moving from expanded, child(ren)-only dependent life coverage to basic requires a statement of health for a spouse, if applicable.
2. Moving from expanded, spouse-only dependent life coverage to basic requires a statement of health for each eligible child (if there are any).
3. Moving from expanded, spouse and child(ren) dependent life insurance for family to basic is unrestricted.

Within Expanded Coverage

1. Moving from spouse-only to spouse and child(ren) or to child(ren) only requires a statement of health for each eligible child.
2. Moving from child(ren)-only to spouse and child(ren) or to spouse-only requires a statement of health for the spouse.

Conversion of the expanded dependent life insurance policy is not allowed for dependents who move from expanded dependent life to basic. Conversion of the basic dependent life insurance is also not allowed for dependents who move from basic to expanded dependent life.

I. BOTH SPOUSES ENROLLED IN EMPLOYEE-PAID LIFE

SPOUSE A	UC LIFE <u>COVERAGE</u> EE PAID	SPOUSE A OR B TERMINATES – <u>REMAINING SPOUSE HAS PIE TO:</u> 1. Enroll in Basic or Expanded Dependent Life. 2. May enroll in additional amounts of EE Paid Life via statement of health (resulting in increased Expanded Dependent Life).
SPOUSE B	EE PAID	

II. REMAINING SPOUSE HAS BEEN COVERED AS DEPENDENT UNDER EXPANDED DEPENDENT LIFE

SPOUSE A	UC LIFE <u>COVERAGE</u> EE PAID	SPOUSE A TERMINATES – <u>SPOUSE B HAS PIE TO:</u> ----- 1. Enroll in EE Paid up to the multiple of coverage they had as a dependent (i.e., half of the MULTIPLE the departing employee had).* 2. Enroll in Basic or Expanded Dependent Life. Spouse B must be enrolled in EE Paid Life to be eligible for Expanded Dependent Life. 3. May enroll in additional amounts of EE Paid Life via statement of health (resulting in increased Expanded Dependent Life).
SPOUSE B	COVERED AS A DEPENDENT UNDER EXPANDED DEP LIFE	

In this scenario, termination of Spouse B's employment does not affect coverage, so there is no PIE.

- *EXAMPLE:
- 1) Spouse A is enrolled in 4 times EE Paid covering Spouse B for 2 times under Expanded Dependent Life. If Spouse A terminates, Spouse B may only enroll in 2 times EE Paid Life insurance without a statement of health.
 - 2) Spouse A is enrolled in 1 times EE Paid covering Spouse B for 0.5 times under Expanded Dependent Life. If Spouse A terminates, Spouse B may enroll in 1 times EE Paid Life insurance without a statement of health. (If half of the multiple

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the departing employee had is not exact multiple of 1, the next highest multiple is used.)

- 3) Spouse A is enrolled in flat \$20K EE Paid covering Spouse B for \$10K. If spouse A terminates, Spouse B may enroll in the \$20K option without a statement of health.

III. REMAINING SPOUSE HAS BEEN COVERED AS DEPENDENT UNDER BASIC DEPENDENT LIFE

SPOUSE A	<u>UC LIFE COVERAGE</u> EE PAID	<u>SPOUSE A TERMINATES – SPOUSE B HAS PIE TO:</u> -----
SPOUSE B	COVERED AS DEPENDENT UNDER BASIC DEP LIFE	<ol style="list-style-type: none">1. Enroll in Basic or Expanded Dependent Life. Spouse B must be enrolled in EE Paid Life to be eligible for Expanded Dependent Life.2. Enroll in Flat 20K EE Paid Life.3. May enroll in additional amounts of EE Paid Life via statement of health (resulting in increased Expanded Dependent Life).

NOTE: - Allowable enrollments assume that remaining spouse meets eligible requirements for the coverages elected.