

Benefits Administration is sending you this communication to let you know about amendments to the 2022 Plan Document relating to the eligibility of dependents, which changed Section 1.11 of the Plan Document. The purpose of this amendment is to clearly define eligibility for dependents other than spouses and children of employees. The amended Plan Document definition of dependent was approved by the committees on October 21 and goes into effect on January 1, 2022. The amendments only change paragraphs (C), (D) and (F) of that section, and will read as follows:

1.11 Dependent

A Dependent is:

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(C) An employee/retiree or spouse's stepchild under the age of 26;

(D) A person under age 26 who is placed with the Head of Contract by a valid order of guardianship, custody, or conservatorship (or legally equivalent order) by a court of competent jurisdiction ("placement order").

(1) The HOC must provide certification upon enrollment and upon request that: (a) the placement order is in effect and has not expired by subsequent court order or by operation of law, and (b) the HOC shall immediately notify Benefits Administration when the placement order terminates or expires.

(2) If a placement order terminates or expires due to the person attaining the legal age of majority, the person may remain an eligible dependent until age 26 if the HOC certifies that the following requirements in (a), (b) and (c) are met:

a. The HOC and the person have a relationship as set forth in 26 U.S.C. §125(d)(2), which includes the following relationships:

- i. The person is a descendant of a son/daughter, stepson/stepdaughter of the HOC;
- ii. The person is a brother/sister, half-brother/half-sister, stepbrother/stepsister, son/daughter-in-law, brother/sister-in-law, or niece/nephew of the HOC; or
- iii. The person has the same principal place of abode as the HOC and is a member of the HOC's household; and

b. The HOC provides over one-half of the person's financial support for the calendar year in which the HOC's taxable year begins; and

c. The person is a U.S. citizen, a U.S. national, or a resident of the U.S., Mexico, or Canada.

(3) Additional documents and certifications may be requested to establish that the person is an eligible dependent.

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(F) Dependents not eligible for coverage include:

- (1) Children in the care, custody, or guardianship of the Tennessee Department of Children's Services or equivalent placement agency, who are placed with the HOC for temporary or long-term foster care, but not including a person who is placed with the HOC for the purpose of adoption.

- (2) Dependents not listed in the above definitions;
- (3) Parents of the employee or spouse;
- (4) Ex-spouse; and
- (5) Live in companions who are not legally married to the employee.

Plan members whose dependents will now be eligible for coverage because of this Plan Document change should fill out and submit an enrollment request and the required certification to Benefits Administration **on or before December 1, 2021** for each eligible dependent. A copy of the Eligibility Certification is enclosed. If you have already made your elections for 2022, you have additional time to submit the required certification and must do so **on or before December 1, 2021** in order to add coverage for any dependent other than your spouse, children or stepchildren.

BA will continue to audit dependent participation and may take action to remove ineligible dependents from the plan. Plan members with questions should contact Benefits Administration at 800-253-9981 or Benefits.Administration@tn.gov.

PARTNERS
FOR HEALTH