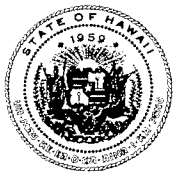
NEIL ABERCROMBIE
GOVERNOR



STATE OF HAWAII
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
P.O. BOX 2121
HONOLULU, HAWAII 96805-2121
Oahu (808) 586-7390
Toll Free 1(800) 295-0089
www.eutf.hawaii.gov

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ADMINISTRATOR
BARBARA CORIELL

June 21, 2011

TO: All State and County Employees

FROM: Barbara Coriell, Administrator

SUBJECT: Adult Dependent Child Eligibility up to Age 26 – Expanded Eligibility For Active Employee Medical & Prescription Drug Plans

On April 1, 2011 all State and County employees were informed that their adult dependent child up to age 26 could be added to their medical and prescription drug plans effective July 1, 2011 EXCEPT if your adult dependent child was employed and eligible for medical and/or a prescription drug plan through his/her employment. Effective July 1, 2011 this exception will be removed. Your adult dependent child up to age 26 who is employed and eligible for medical and/or a prescription drug plan through his/her employment **MAY NOW BE COVERED UNDER YOUR PLAN FOR MEDICAL AND/OR PRESCRIPTION DRUG.**

Q1. Why is this change being made?

A1. The HGEA (with the exception of Bargaining Unit 09), recently settled its contract that changed the employer contribution from 60% to 50%. This change resulted in the EUTF plans losing their "grandfather" status effective July 1, 2011 under the Affordable Care Act, passed by Congress in 2010. As such, EUTF is now required to expand dependent eligibility to include adult dependent children up to age 26 who are employed and eligible for coverage under their employer. This change will apply to all EUTF medical and prescription drug plans for active employees and all Bargaining Units.

Q2. What do I need to do?

A2. If your wish is to cover your adult dependent child up to age 26 (who is employed and eligible for coverage under his/her employment) under your plan:

How: Submit the appropriate form which is found at eutf.hawaii.gov:

Who	Form	To Whom:
All employees EXCEPT Bargaining Unit 05/45	EC-1	Your Personnel Office
Bargaining Unit 05/45 enrolled in the HSTA plans	EC-1H	DOE Employee Benefits Unit P.O. Box 2360 Honolulu, HI 96804
Bargaining Unit 05/45 hired on or after January 1, 2011 and those who enrolled in EUTF plans	EC-1	DOE Employee Benefits Unit P.O. Box 2360 Honolulu, HI 96804
Bargaining Unit 05/45 – Charter School - enrolled in the HSTA plans	EC-1H	Charter School Administrative Office 1111 Bishop Street, Suite 516 Honolulu, HI 96813
Bargaining Unit 05/45 – Charter School - hired on or after January 1, 2011 and those who enrolled in EUTF plans	EC-1	Charter School Administrative Office 1111 Bishop Street, Suite 516 Honolulu, HI 96813

- On the EC-1 or EC-1H check the box "Open Enrollment" and write below the box "adding adult dependent child"
- Be sure to complete the information on your adult dependent child in Section 4
- Be sure to sign the form in Section 6.

Q3. When must I turn the EC-1 or EC-1H form in?

A3. The EC-1 or EC-1H must be turned in to your personnel office **by July 6, 2011.**

Q4. When will the coverage be effective?

A4. July 1, 2011

Q5. If there is a change in rates due to the addition of my adult dependent child (changing from self to 2-party or 2-party to family), when will the change in rates be reflected on my paycheck?

A6. Since this is a retroactive enrollment to July 1, 2011, the change in premiums will occur on the August 5, 2011 paycheck or the August 20, 2011. There also will be an adjustment in your

deductions to collect the difference in premiums (self to 2-party or 2-party to family) for the July 20, 2011 and the August 5, 2011 pay checks (only if the deduction change is on the August 20, 2011 paycheck).

Q6. Who can I contact if I have questions?

A6. Visit the EUTF website at eutf.hawaii.gov and click on "Adult Dependent Child Limited Open Enrollment Eff. July 1, 2011" at the top middle of the screen. Although this memo applies to the April/May limited open enrollment, many of the questions and answers are the same. If you still have questions, email the EUTF at eutf@hawaii.gov.