

Qualifying Events for benefit changes outside of Open Enrollment

When Can I Enroll Dependents Outside of Open Enrollment?

- When you enroll yourself as a new employee
- Within 60 days of a change in status, such as birth, adoption, marriage, registered domestic partnership, even if you are on a leave of absence (late enrollment is not allowed)
- Within 60 days of dependents' loss of another employer's group coverage (late enrollment is not allowed)
- To comply with a Qualified Domestic Relations Order issued by a Court.

Your requested election change must be consistent with and on account of your qualifying status change. You must make the enrollment change within 60 days of the qualifying event.

How Do I Delete Dependents Who Are No Longer Eligible?

- Dependents may be deleted within 60 days of the effective date of coverage under another health plan.
- You must delete dependents who are no longer eligible within 60 days of a change in status—divorce.
- You must complete an enrollment form for all applicable plans to delete dependents that become ineligible.
- You could be held responsible for claims paid for ineligible dependents.