
FRESNO UNIFIED SCHOOL DISTRICT EMPLOYEE HEALTH CARE PLAN

TO: PARTICIPANTS OF THE FRESNO UNIFIED SCHOOL DISTRICT EMPLOYEE HEALTH CARE PLAN
FROM: JOINT HEALTH MANAGEMENT BOARD
SUBJECT: EMPLOYEE HEALTH CARE PLAN AMENDMENT 2022-1
DATE: JULY 1, 2022

This notice defines important changes to the Fresno Unified School District Employee Health Care Plan **EFFECTIVE JUNE 1, 2022**. The Joint Health Management Board of the Fresno Unified School District has modified the provision allowing for voluntary termination of a covered dependent outside of open enrollment.

Voluntary Termination of Covered Dependents

Currently, employees/retirees are allowed to voluntarily drop/terminate their covered dependent spouse, domestic partner, and/or child(ren) outside the annual open enrollment period **if** such spouse, domestic partner, and/or child(ren) gains other health coverage and proof of other coverage is submitted to the Benefit Office. The dependent(s) will be terminated the last day of the month in which the request was made, or the last day of the month prior to the month the other coverage began, whichever is later.

Effective June 1, 2022, Employees who are retiring prior to age 57.5 are allowed to voluntarily drop/terminate their covered dependents from coverage without proof of other coverage. The dependent(s) will be terminated the last day of the month prior to the month the Employee enters Retiree status.

NOTE:

Employees and retirees are still required to notify the Benefit Office within 60-days of the date their dependent ceases to meet the eligibility requirements of the Plan, including the employee's/retiree's divorce or legal separation, the termination, dissolution or nullification of the employee's/retiree's domestic partnership, or a child's loss of eligibility based on the provisions set forth in the Plan Booklet.

In addition, upon filing or receiving service of the Summons for Dissolution of Marriage, standard family law restraining orders take effect (also called "ATROs" or "Automatic Temporary Restraining Orders"), which prohibit individuals from changing or canceling any of the beneficiaries for any insurance coverage, including life, health, automobile, disability, or that which is held for the benefit of either party or your minor children until the legal relationship is terminated. Based on this, an employee or retiree cannot drop their spouse or domestic partner from coverage while a divorce or dissolution of domestic partnership is pending, unless the spouse/domestic partner agrees in writing.