

## Child Loses Dependent Status Due to Age – Employee has 30 days to remove ineligible dependents

Note: Each plan has its own dependent eligibility guidelines.

Additional information can be found at: <https://www.wisconsin.edu/ohrwd/benefits/life-events/famchng/child-loss-dep-status/>

| Benefit Plan                         | Guidelines   | Comments   | Action You Should Take  |
|--------------------------------------|--|--|---|
| State Group Health Insurance         | Coverage ends at the <b>end of the month in which a dependent turns 26 years old</b> (unless child is disabled as determined by the health plan or is a full-time student due to previous military service*).  | The UW Service Center (UWSC) will send a letter to notify the employee 90 days in advance of a dependent becoming ineligible due to age. A second letter will be sent 30 days in advance of a dependent becoming ineligible due to age.  | Print a copy of the letters and continuation notice from Cypress and place in employee's benefits file  |
| Supplemental Dental (Delta Dental)   | Children who lose eligibility for coverage due to age may continue through COBRA for up to 36 months by paying the full premium and submitting the continuation application within 60 days of the coverage end date or the date on the continuation notice, whichever is later.  | UWSC will process the dependent's status and remove dependent from coverage in HRS. Once coverage ends, UWSC will send the employee a continuation notice.   |   |
| Vision Insurance (VSP)               |  | Copies of letters and continuation notice will be available in Cypress.  |   |
| State Group Life Insurance           | Coverage ends <b>when dependent turns 26 years old</b> (unless child is disabled as determined by the life insurance plan).<br><br>Child may convert to an individual policy by submitting a conversion application to Securian within 31 days of the coverage end date.   | Employee is responsible to notify you of child's loss of eligibility.<br><br>If employee has no other dependents to cover, employee should fill out app to terminate Sp/Dep coverage.<br><br>If app not submitted in a timely manner, premiums for Sp/Dep coverage may be refunded for the current year and preceding calendar year. | Provide conversion application when notified of child's loss of eligibility.<br><br>If terminating Sp/Dep coverage:<br><br><u>ADM Event</u> : 1 <sup>st</sup> of month following month in which app is received |
| Individual and Family Life Insurance | Coverage for dependent ends at the earliest of the following dates:<br><ul style="list-style-type: none"> <li>The end of the month in which the child <b>marries</b>, or</li> <li>The end of the year in which the child is <b>no longer dependent upon you for at least 50% of their financial support</b>, or</li> <li>The end of the year in which the child turns age <b>25</b>.</li> </ul><br>Child may convert to an individual policy by submitting a conversion application to Securian within 31 days of the coverage end date. | Employee is responsible to notify you of child's loss of eligibility.<br><br>If employee has no other children to cover, employee should fill out app to terminate Child coverage.<br><br>If app not submitted in a timely manner, premiums for Child coverage may be refunded for no more than the previous twelve months.          | Provide conversion application when notified of child's loss of eligibility.<br><br>If terminating Child coverage:<br><br><u>ADM Event</u> : 1 <sup>st</sup> of month following receipt of application          |

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|--|---|--|---|
| <b>Accidental Death &amp; Dismemberment</b>                                  | <p>Coverage for dependent ends at the earliest of the following dates:</p> <ul style="list-style-type: none"> <li>• The end of the month in which the child <b>marries</b>, or</li> <li>• The end of the year in which the child is <b>no longer dependent upon you for at least 50% of their financial support</b>, or</li> <li>• The end of the year in which the child turns age <b>19</b> (or age <b>25 if full-time student</b>).</li> </ul> <p>Child may convert to an individual policy by contacting Zurich American Insurance Company at 1-800-834-1959 (reference UW System Policy #GTU-8364005) within 60 days of the coverage end date.</p> | <p>Employee is responsible to notify you of child's loss of eligibility.</p> <p>If employee has no other dependents to cover, employee should fill out application to change to Single coverage.</p> <p>If app not submitted in a timely manner, premiums for Family coverage may be refunded.</p> | <p>Provide conversion application when notified of child's loss of eligibility</p> <p>If changing to Single coverage:</p> <p><b>ADM Event:</b> 1<sup>st</sup> of month following receipt of application</p> |
| <b>Health Savings Account</b>  | <p>Coverage for dependent ends when they no longer meet the IRS' definition of a qualifying child or qualifying relative. Generally, child coverage is lost when the child can no longer be claimed as a tax dependent.</p> <p>May change/cancel election at any time</p>   | None   | <p>FSA Event:<br/>1<sup>st</sup> day of the payroll where the change becomes effective</p>  |
| <b>Tax-Sheltered Annuity (TSA) and Wisconsin Deferred Compensation (WDC)</b> | <p>Child losing dependent status does not impact the TSA or WDC enrollment.</p> <p>May add/change/cancel election at any time</p>   | <p><b>TSA:</b> Must set up account with vendor directly and then submit Salary Reduction Agreement to human resources office.</p> <p><b>WDC:</b> Must set up account through WDC at <a href="http://www.wdc457.org">www.wdc457.org</a> or by sending enrollment form to WDC directly.</p>          | <p>SAV Event:<br/>1<sup>st</sup> day of the payroll where the change becomes effective</p>  |
| <b>UW Employees Inc. Life Insurance</b>                                      | <p>No action needed for these plans due to child losing dependent status. However, it is recommended that you review all benefit plans with employees and to remind them to update <a href="#">beneficiary designation forms</a> (if applicable) as necessary.</p>  |  |   |
| <b>University Insurance Assoc. Life Insurance</b>                            |   |  |   |
| <b>Income Continuation Insurance</b>   |   |  |   |
| <b>Wisconsin Retirement System</b>   |   |  |   |

\*Note: Adult children may remain covered as dependent beyond the limiting age if:

- The child is incapable of self-support due to a physical or mental handicap that is expected to be of long-continued or indefinite duration of at least one year so long as the child remains so disabled.
- After attaining age 26, as required by Wis. Stat. § 632.885, a Dependent includes a child that is no longer a full-time student, regardless of age, who was called to federal active duty when the child was under the age of 27 years and while the child was attending, on a full-time basis, an institution of higher education. The child must return to full-time student status within 12 months of discharge from active duty.