

# Brief Notes

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## Dependents Under 30 eligibility clarified when employer changes plans and limiting ages

*Plus: New automated process for overage dependents*

One requirement for coverage under the Dependents to Age 30 law is that the dependent reached the limiting age under prior coverage. When an employer converts to a plan with a lower limiting age resulting in a loss of eligibility for a dependent between those two ages, the dependent will not be considered to have 'aged out' of the prior plan. Therefore, such dependents should not be considered eligible for Dependents to Age 30 coverage.

Horizon Blue Cross Blue Shield of New Jersey will not disenroll anyone previously enrolled under these circumstances. In the future, such a dependent will not be considered to be eligible under the Dependent to Age 30 law.

### *Overage Dependent Terminations process automated*

Horizon BCBSNJ's enrollment system will now automatically identify dependents who reach the maximum age on their contract. Each month, it will be determined which dependents are no longer eligible for coverage (over the maximum student age). Once the affected dependents are identified, the process will then terminate the dependent using the contracted rules (i.e., end of the calendar month, end of the calendar year, etc.). All affected dependents will receive a Certificate of Creditable Coverage (COCC) letter with the standard important information. Affected dependents may choose to elect COBRA continuation or New Jersey Group Continuation (depending on group size) or may choose to elect Dependent to Age 30 continuation if he/she meets the eligibility requirements.

Your clients should continue to notify Horizon BCBSNJ when a dependent is no longer eligible for coverage prior to the reaching the limiting age.

If you have questions, please contact your Horizon BCBSNJ sales representative.



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