



For Congregation Ministers, Presidents, Treasurers and Board Members

To: Congregation Minister, President, Treasurer and Board Members

From: UUA Health Plan Office

Date: June 1, 2009

Re: Your High School and College grads, and their UUA Health Plan coverage, plus a reminder about a fiscal year opportunity

Covering graduates in the UUA Health Plan

Many of you have staff who participate in the UUA Health Plan, and some of those people have children who are graduating from high school or college this month. Beginning in 2009, the Health Plan took action to make sure that those children do not get dropped from the Plan. Under pre-2009 rules, a student could be covered until they turned 19, and could be kept on the plan until they turned 25, if they were a full-time student. On January 1, 2009 we liberalized our approach to say:

Dependents who are *not* students can stay on the plan until the earlier of age 26 or the end of the second calendar year after they are last claimed as a dependent on their parents' Federal income tax return. We are also increasing the age limit for dependent students to 26 (from the current age 25). This change will make it easier to provide coverage for children who graduate from high school and do not continue their education and for children who graduate from college but are not ready to leave home just yet.

A new fiscal year as an open enrolment opportunity

If you are one of the many congregations that use July 1 as the start of a new fiscal year, remember that we have a policy of allowing a 30-day open enrollment period at the start of a congregation's new fiscal year, with a new or increased contribution toward health insurance. We would need to review documentation of your fiscal year and the funding increase in your new budget.

Yours in health,

Jim Sargent
UUA Health Plan Director

