

DIVISION 50

CONTINUATION OF COVERAGE

111-050-0010

Eligibility for Retiree Insurance Coverage

An eligible retired employee and their eligible dependents enrolled in an OEGB benefit plan or district benefit plan for active employees may continue participation in any OEGB retiree medical, dental and vision insurance plan or plans available to his or her Employee Group until becoming eligible for Medicare. Insurance coverage under the OEGB or district active benefit plans, as an employee or as a dependent of an employee, and retiree benefit plans must be continuous. If offered by the Educational Entity, a retired employee would be eligible for enrollment in basic or optional life insurance and basic or optional Accidental Death and Dismemberment until they reach age 65.

(1) A retired employee must be:

(a) Receiving a service or disability retirement allowance or pension under the Public Employees Retirement System (PERS) or under any other retirement or disability benefit plan or system offered by an OEGB participating organization for its employees;

(b) Eligible to receive a service retirement allowance under PERS and has reached earliest retirement age under ORS Chapter 238;

(c) Eligible to receive a pension under ORS 238A.100 to 238A.245 and has reached earliest retirement age as described in ORS 238A.165; or

(d) Eligible to receive a service retirement allowance or pension under another retirement benefit plan or system offered by an OEGB participating organization and has reached earliest retirement age under the plan or system.

(2) A retired eligible employee may elect insurance coverage for themselves only or may elect to cover any eligible dependents covered by the employee's active plan immediately prior to the retirement.

(3) A former eligible employee who elects COBRA and is also eligible for retiree benefits or later becomes eligible as a retired employee will have the right to transfer the COBRA medical, dental, and vision insurance coverage to the OEGB retiree benefit plans at any time during COBRA or within 30 days of the COBRA end date. Insurance coverage under the OEGB active, COBRA and retiree benefit plans must be continuous.

111-050-0015

Retirees Age 65 or Eligible for Medicare Coverage

(1) A retiree enrolled in OEGB retiree insurance plans who becomes eligible for Medicare coverage may not continue on an OEGB medical or vision plan. The exception is for Medicare eligibility as a result of end-stage renal disease. Insurance coverage ends the last day of the month that eligibility is lost.

(2) If a retiree becomes eligible for Medicare coverage, but his or her currently-enrolled eligible dependents are not, these eligible individuals may continue OEGB medical, dental and vision insurance coverage until such time as they no longer meet OEGB eligibility requirements or become eligible for Medicare coverage for reasons other than end-stage renal disease, whichever occurs first. The eligible individuals must confirm intent to continue coverage with the retiree plan administrator within 60 days of the retiree's eligibility for Medicare.

(3) Eligible dependents who were covered on a plan at the time of retirement who are eligible for Medicare, or who become eligible for Medicare, may continue on OEGB medical plans until the retiree becomes eligible for Medicare with the following exceptions:

(a) OEGB Coverage will end for dependents of a retiree enrolled on a Kaiser Permanente medical plan; or

(b) if stated in a collective bargaining agreement or documented district policy.

(4) Any basic or optional life insurance or Accidental Death and Dismemberment plans offered to retired employees and their dependents will end upon the retired employee reaching age 65 at which time the retiree has the option of conversion.

111-050-0020

Initial Enrollment

(1) A retired eligible employee has 60 calendar days from the end date of active eligible employee insurance coverage to enroll in OEGB-sponsored medical, dental, vision, and life and Accidental Death and Dismemberment plans and can elect coverage for themselves only or can continue coverage on eligible dependents covered on his or her benefit plans as an active employee.

(a) Coverage must be continuous.

(b) Retired eligible employees may choose to enroll in an OEGB-sponsored medical plan or dental plan or life and Accidental Death and Dismemberment plans, or any combination of these, unless determined otherwise by a collective bargaining agreement or documented district policy. In order to continue the OEGB-sponsored vision plan, the retiree must also enroll in an OEGB-sponsored medical plan.

(c) Coverage not elected at the time of initial eligibility for early retiree benefits cannot be added at a later date.

Plan Change Periods

- (1) OEGB will offer an annual plan change period for retired eligible employees.
- (2) A retired eligible employee can change benefit plans consistent with members of their former active Employee Group.
- (3) A retired eligible employee may not add dependents or enroll in coverage(s) he or she did not select during the initial enrollment period.

Midyear Benefit Plan Changes

- (1) A retired eligible employee may make midyear changes consistent with 111-040-0040.

111-050-0025

Effective Dates

(1) Benefit plan changes or initial elections, unless otherwise specified in a collective bargaining agreement or documented district policy in effect on June 30, 2008, are effective on the later of:

(a) The first of the month following a completed online enrollment in the OEGB benefit management system or submission of a paper enrollment or change form,

(b) The first of the month following the date of eligibility; or

(c) The first of the month following the approval date of additional optional life insurance requested above guarantee issue amount.

(2) Covered dependent changes are effective the first of the month following the date of the event causing the dependent to be eligible under OEGB administrative rules with the following exceptions:

(a) Coverage for a newborn child is effective on the date of birth. The active eligible employee must add the newborn child to their benefit plans within 60 calendar days from the date of birth in order for the newborn child to be eligible for benefit coverage.

(b) Coverage for a newly adopted child is effective the date of the adoption decree or date of placement for adoption. The active eligible employee must add the adopted child to their benefit plans within 60 calendar days from the date of the decree or placement in order for the newly adopted child to be eligible for benefit coverage; and

(A) The active eligible employee must submit the adoption agreement with the enrollment forms to the Participating District.

(B) Claims payments will not be made for expenses incurred prior to the date of decree or placement.

(c) Coverage for a dependent child by affidavit as defined in OEGB administrative rules starts the first of the month following receipt of the affidavit by the district benefits administrator

111-050-0080

Portability of Coverage

(1) OEGB medical and life and Accidental Death and Dismemberment carriers will make portability plans available to members in accordance with related state and federal laws, rules and regulations. Eligibility criteria for this coverage can be found in carrier member handbooks.

Stat. Auth.: ORS 243.860 – 243.886

Stats. Implemented: section ORS 243.864(1)(a), 243.868(1)