

# Covering Your Young Adult CHILDREN

Effective January 1, 2011, the federal Patient Protection and Affordable Care Act (PPACA) requires insurers to offer young adult children coverage as dependents on their parents' health insurance up to age 26. For Student Employee Health Plan (SEHP) enrollees, this means that you may newly cover eligible dependent children age 19 to 26. Currently, the New York State Health Insurance Program (NYSHIP) offers a Young Adult Option, which allows health insurance coverage to be purchased by young adult children up to age 30. This *NYSHIP Special Report* describes in further detail the coverage available for young adult children under the PPACA (up to age 26) and the Young Adult Option (up to age 30). Note: SEHP includes medical, dental and vision coverage.

## 1. The Patient Protection and Affordable Care Act

Under the Patient Protection and Affordable Care Act (PPACA), your young adult children can be covered on your health insurance plan up to age 26. Financial dependency, student status, marital status, employment and residency may not be used to determine eligibility. Although the new law extends coverage to married children, it does not apply to their spouse or children.

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## SPECIAL REPORT

For graduate student employees



*Continued from front cover*

Beginning November 1 through December 31, 2010, you can add your young adult children (up to age 26) as dependents to your NYSHIP coverage. Any adult children who are under the age of 26 on January 1, 2011 and enrolled as your dependents, will no longer be removed at age 19 and will continue to be enrolled until age 26, unless you choose to take them off your plan. To add a young adult child, you must complete and sign the attached Young Adult Dependent form on page 6 and return it to your agency Health Benefits Administrator (HBA).

Your young adult children can be added to your family coverage at no additional cost to you. If you currently have individual coverage you will need to change to family coverage. The 2010 SEHP family coverage rate is available on the New York State Department of Civil Service web site at <https://www.cs.state.ny.us>. Select Benefit Programs, then NYSHIP Online and choose your group, if prompted. Click on Using Your Benefits and then select Publications. Rates for 2011 are posted as soon as they are approved, usually in late November.

## **2. The NYSHIP Young Adult Option**

In addition to the PPACA, NYSHIP offers the Young Adult Option as required by State legislation. The Young Adult Option allows your unmarried, young adult children, up to age 30 to purchase their own NYSHIP coverage. To be eligible, your young adult children must live, work or reside in New York State or the insurer's service area and not be eligible for coverage through their own employer-sponsored insurance plan.

The special NYSHIP open enrollment period for the Young Adult Option will continue through December 31, 2010. Beginning in 2011, eligible adult children will be able to enroll in the Young Adult Option for the following year, every fall during a minimum 30-day open enrollment period. They may

also enroll if/when eligibility is lost due to age or when they are newly eligible because of change in circumstance, such as a loss of coverage through another plan.

To enroll in NYSHIP's Young Adult Option, you or your adult children must complete and sign the Young Adult Option form (YAO 30-01/10 SEHP) and return it to your agency HBA. For a copy of this form, go to <https://www.cs.state.ny.us/yao> and choose your group. Click on Forms and then select Request for Coverage Under the Young Adult Option Form. Or, if you do not have internet access, please contact your agency HBA.

Under the Young Adult Option, you or your young adult child will pay a separate premium for coverage. The premium is the full cost for individual coverage. There is no employer contribution. For Young Adult Option rates, go to <https://www.cs.state.ny.us/yao>, choose your group and then click on Rates. Rates for 2011 are posted as soon as they are approved, usually in late November.

## **3. Continuation of Coverage**

When your adult children lose eligibility for health insurance coverage, they may be entitled to continue coverage for up to 36-months under the federal Consolidated Omnibus Budget Reconciliation Act (COBRA) or the New York State Continuation of Coverage law.

If eligible, your dependent will receive written notice regarding continuation coverage and how to apply. To continue coverage, your dependent must submit a completed application within 60 days from the date his/her coverage would otherwise end.

The premium for continuation coverage is the full cost for individual coverage, plus an additional two percent administrative fee. For more information about continuation coverage, including costs, please contact the Employee Benefits Division at 518-457-5754 (Albany area) or 1-800-833-4344.

## Young Adult Coverage

# Q & As

**Q. My 20-year-old daughter is going back to school full-time in January. What do I need to do to enroll her as a dependent on my SEHP coverage?**

**A.** As of January 1, 2011, your daughter will be eligible as a dependent on your family coverage up to age 26. To add her to your plan, complete the form on page 6 and return it to your HBA.

**Q. My 22-year-old daughter is enrolled in NYSHIP under the Young Adult Option. Will she be eligible to be covered as a dependent on my plan? If so, will she automatically be enrolled in my plan?**

**A.** Effective January 1, 2011, your daughter, up to age 26, may be eligible for SEHP coverage as your dependent, but *she will not be automatically enrolled*. To enroll her as a dependent, fill out the attached Young Adult Dependent form on page 6 making sure to check box 8 to cancel her enrollment in the Young Adult Option and then return it to your agency HBA. You and your daughter must both sign and date the form. For eligibility requirements, please refer to the PPACA article on pages 1-2.

**Q. My daughter's birthday is at the beginning of the month. When she turns 26, will she lose coverage on her birthday or at the end of that month?**

**A.** Effective January 1, 2011, your daughter's coverage as a dependent will end on the last day of the month in which she turns 26-years-old. When she is no longer a dependent, she may be eligible for NYSHIP coverage under the Young Adult Option or continuation coverage under COBRA or New York State law. For eligibility requirements, please refer to the Young Adult Option and Continuation of Coverage articles on page 2.

**Q. I have two young adult children; my son is 27 and my daughter is 23. Can I cover them as dependents on my plan or will they be enrolled in a policy of their own and billed separately?**

**A.** Since your son is over the age of 26, he may be eligible for coverage under the Young Adult Option, which is billed separately from your plan. The premium will be the full cost of individual coverage. If your daughter is eligible, she can be added as a dependent on your SEHP coverage up to age 26. If your daughter enrolls in your plan, you will pay the premium for family coverage. For eligibility requirements, please refer to the PPACA and Young Adult Option articles on pages 1-2.

**Q. My daughter is enrolled in SEHP under the Young Adult Option. Will she be eligible to enroll in continuation coverage if I lose my SEHP eligibility?**

**A.** No. If your daughter enrolls in SEHP under the Young Adult Option, she will no longer be eligible for continuation coverage under COBRA or New York State law. Additionally, if you lose your SEHP eligibility, your daughter will lose her eligibility for the Young Adult Option.

**Q. I plan to enroll my 24-year-old son as a dependent; will there be an extra charge to cover him?**

**A.** Your premiums will not increase if you already have family coverage, because under the PPACA, eligible young adult children will be included as dependents on your family policy. However, if you are currently enrolled with individual coverage, you will need to change to family coverage and may see an increase in your premium costs.

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*Young Adult Coverage Q & As, continued*

- Q. My son is about to turn 26 and he lost SEHP coverage when he turned 19. His employer does not offer health insurance. Will he have any options for health insurance coverage under SEHP?**
- A.** After your son's 26<sup>th</sup> birthday, he may be eligible for coverage under the Young Adult Option. For eligibility requirements, please refer to the Young Adult Option article on page 2.
- Q. When my son lost eligibility as my dependent, he enrolled in continuation coverage. I plan to reenroll him as my dependent for January 2011. If I lose my SEHP eligibility, will he be eligible for the full length of continuation coverage again?**
- A.** Yes. If you lose SEHP eligibility, your son will be eligible for the full length of continuation coverage.
- Q. If I add my son as a young adult dependent, can I also cover his daughter?**
- A.** No. Under the PPACA, coverage does not apply to the spouse or children of your young adult dependent. However, if your son's daughter is financially dependent on you and lives with you, she may be eligible to be covered on your health insurance as an "other eligible dependent." See page 7 for more information.
- Q. My 23-year-old son is currently enrolled as a temporarily disabled dependent on my SEHP coverage. He has been approved to remain on my plan through December 31, 2011. If my son is still disabled on December 31, 2011, will I need to apply for an extension of his disabled dependent status for him to remain covered?**
- A.** No. Effective January 1, 2011, your son will continue to be a dependent on your coverage up to age 26. If your son is still disabled when he approaches his 26<sup>th</sup> birthday, another disabled dependent application must be completed and approved prior to his 26<sup>th</sup> birthday for him to remain covered after age 26.

# If You Are Adding a Young Adult Child as a **Dependent**

- 1. Complete the Young Adult Dependent form on the back of this page:**
  - Enrollee Information section (boxes 1-8)
  - Adult Child Dependent Information section
  - Enrollee must sign and date form
  - Dependent's signature and date is required when the dependent being added is electing to cancel their own coverage under COBRA or the Young Adult Option
- 2. Submit Required Proofs:**
  - Dependent's birth certificate (photocopies **only**, no original documents)
  - Dependent's Social Security Card (photocopies **only**, no original documents)
- 3. Bring the signed and completed Young Adult Dependent form with photocopies of the required proofs to your agency Health Benefits Administrator.**



# Special Situations

## Disabled Dependents

Effective January 1, 2011, a young adult child, who becomes disabled while under the age of 26 may qualify to be covered under his or her parents' health insurance plan as a disabled dependent. To add a disabled dependent, complete the Disabled Dependent form (PS-451) and return it to your agency HBA.

## “Other Eligible Dependents”

A young adult child (*other than* an enrollee's biological, adopted, stepchild, or domestic partner's child) who is financially dependent on and permanently resides with a NYSHIP enrollee, may be eligible for coverage as an “other eligible dependent,” up to age 26. Upon enrollment and every two years thereafter, the enrollee must verify eligibility by providing an approved Statement of Dependence form (PS-457) and supporting documentation.



State of New York  
 Department of Civil Service  
 Employee Benefits Division  
 P.O. Box 1068  
 Schenectady, New York 12301-1068  
<https://www.cs.state.ny.us>

**Please do not send mail  
 or correspondence  
 to the return address.**

It is the policy of the State of New York Department of Civil Service to provide reasonable accommodation to ensure effective communication of information in benefits publications to individuals with disabilities. These publications are also available on the Department of Civil Service web site (<https://www.cs.state.ny.us>). Click on Benefit Programs then NYSHIP Online for timely information that meets universal accessibility standards adopted by New York State for NYS Agency web sites. If you need an auxiliary aid or service to make benefits information available to you, please contact your agency Health Benefits Administrator. COBRA Enrollees: Contact the Employee Benefits Division.

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## Young Adult Eligibility at a Glance

Dependent Characteristic	PPACA (Young Adult Dependent)	Young Adult Option	COBRA
<b>Age</b>			
Up to 26	X	X	X
Up to 30		X	X
<b>Marital Status</b>			
Married	X		X
Single	X	X	X
<b>Relationship</b>			
Biological Child	X	X	X
Adopted Child	X	X	X
Step Child	X	X	X
Other Eligible Dependent	X	X	X
<b>Residency Restrictions</b>			
Yes		X	
No	X		X
<b>Based on Parent's NYSHIP Eligibility</b>			
Yes	X	X	
No			X
<b>Cost</b>	Usual Family Premium	Full Share Premium (separate bill)	Full Share Premium plus 2% (separate bill)