



## DIOCESE OF OAKLAND

### MEDICAL, DENTAL AND VISION ELIGIBILITY

<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>▪ Priests and transitional Deacons of the Diocese of Oakland who are incardinated and hold an official assignment from the Bishop or are on official assignment from the Bishop</li> <li>▪ Candidates for priesthood who have been accepted by the Bishop and enter the seminary or are assigned to a place of study or designated program</li> <li>▪ Regular employees, contract employees and contract teachers who regularly work 25 hours or more per week</li> <li>▪ Legal spouse of the employee.</li> <li>▪ California registered domestic partner of an employee enrolled in an HMO plan.</li> <li>▪ Unmarried dependent children through the end of the calendar month in which they reach age of 19.</li> <li>▪ Unmarried dependent children, age 19 through the end of the calendar month in which they reach age 23, who resides with you, and for whom you provide over one-half of their support. Verification of eligibility is required.</li> <li>▪ Unmarried dependent children, who are students in an accredited academic, professional or trade school, age 19 through the end of the calendar month in which they reach the age of 25. Verification of student status is required.</li> <li>▪ Unmarried dependent children who are totally disabled due to a physical or mental handicap continue to be covered regardless of age. However, you must claim disability status within 31 days of the dependent reaching the age of 19. The Claims Adjuster may require proof of disability as necessary, but not more than once a year if the child has been covered as a disabled dependent child for 2 years.</li> </ul>
<b>EFFECTIVE DATE OF COVERAGE</b>	<ul style="list-style-type: none"> <li>▪ Coverage for Priests, transitional Deacons and candidates for priesthood begins on the date they become eligible.</li> <li>▪ Coverage for regular employees, contract employees and contract teachers begins on the first day of the month following their date of hire.</li> <li>▪ A dependent's coverage becomes effective on the same date as the Plan participant's, provided the dependent is enrolled at that time.</li> </ul>
<b>ENROLLING IN THE PLAN</b>	<p>To enroll in the Plan, a person must complete an enrollment form within 31 days of becoming eligible. If not enrolled during this initial period, that person cannot enroll until the Trustor/Employer's annual <i>Open Enrollment Period</i>.</p> <p>A <i>Special Enrollment Period</i> may be available when an eligible person loses coverage under another group plan or acquires a new dependent.</p>
<b>WHEN COVERAGE ENDS</b>	<p>Coverage for the employee and covered dependents ends on the last day of the last month of eligibility. Employees will receive information through the mail regarding continued group coverage (COBRA) from the COBRA administrator.</p>
<b>COVERAGE REMINDERS</b>	<ul style="list-style-type: none"> <li>▪ All of the Reta Trust prescription drug plans meet Medicare Part D guidelines for credible coverage</li> <li>▪ The Reta PPO (Blue Cross) Plan has a pre-existing condition clause. The pre-existing period may be reduced or eliminated with proof of prior coverage. Please submit your HIPAA Certificate with your enrollment form or first claim to Blue Cross.</li> <li>▪ Deductions for your health coverage are on a pre-tax basis.</li> </ul>