

# OEB Administrative Manual

## New & Revised Policies in 2014

REVISION DATE	POLICY NO.	POLICY TITLE	SUMMARY OF REVISIONS
FEB 2014	230	DEPENDENTS	<b>Sec. 6.2:</b> Clarified effective dates of new Dependent coverage.
FEB 2014	270	EVIDENCE OF INSURABILITY	<b>Sec. 2.7 and 3.9:</b> STD and LTD enrollment no longer requires EOI following qualified status change event. <b>Sec. 3.10:</b> EOI not required following non-FMLA LWOP if Employee elects to hold coverage in abeyance. <b>Sec. 5.2:</b> Increased Life premium will begin on the first of the month if the date of approval is the first.
FEB 2014	310	QUALIFIED STATUS CHANGE EVENTS	Clarified several sections. <b>Sec. 2.3.3:</b> If Medicaid coverage is terminated, enrollment in UT plan may occur within 60 days and lists various effective date options. <b>Sec. 3.2:</b> Clarified exceptions to the Consistency Rule. <b>Sec. 4.0:</b> Moved from Policy 570. <b>Sec. 6.0:</b> Clarified the effective date when coverage changes. <b>Sec. 7.0:</b> Moved UT FLEX election information from Policy 570 relating to corrections due to clerical errors.
APR. 2014	130	TERMS & DEFINITIONS	Revised several definitions and added several new definitions.
APR 2014	140	FUNDING FOR GROUP INSURANCE	<b>Sec. 2.1:</b> Added Postdoctoral Fellows in a benefits-eligible position to list of persons eligible for Premium Sharing. <b>Sec. 2.2:</b> Added Non-employee Postdoctoral Fellows and Qualifying Grad Students with a fellowship of at least \$10,000 to be eligible for UT group program but not for Premium Sharing. <b>Sec. 3.2:</b> Moved Nurse Employees from Policy 142. <b>Sec. 3.3:</b> Moved Postdoctoral Fellows section to new Policy 211. <b>Sec. 3.3.3:</b> Clarified optional coverages for Premium Sharing when coverage waived. <b>Sec. 3.4:</b> Clarified when Premium Sharing may be used when on LWOP. <b>Sec. 5.0:</b> Clarified how to handle Premium Sharing when there is dual state employment.
APR 2014	141	WAITING PERIOD	<b>Sec. 2.0:</b> Explained that newly benefits-eligible employees include those who work in a non-Benefits Eligible position and change to a Benefits-eligible position without a break in employment. <b>Sec. 3.0:</b> Removed reference to EOI requirement for enrollment in Medical coverage. Added comment that an employee who transfers from another state agency will not have a new waiting period at UT institution. Clarified coverage for Graduate Teaching Assistant with summer break.

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*Continued...*

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SEP 2014	141	WAITING PERIOD	In compliance with Affordable Care Act, changes waiting period for newly eligible Employees from 90 days to 60 days. Waiting period for Retirees remains at 90 days.
SEP 2014	142	PREMIUM SHARING FOR GRAD STUDENTS & PT EMPLOYEES	Clarifies several sections. Moves discussion of Postdoctoral Fellows to new Policy 211.
SEP 2014	210	EMPLOYEES	Clarifies several sections. <b>Sec. 3.4:</b> New section for Tenured Faculty with Phased Retirement. <b>Sec. 4.8:</b> Clarifies that Voluntary Group Term Life premiums are not eligible for pre-tax basis. <b>Sec. 5.4:</b> Monthly premiums are not pro-rated regardless when coverage becomes effective during the month. <b>Sec. 5.5:</b> VGTL premiums are not eligible for Premium Sharing when an Employee waives Basic Coverage Package. <b>Sec. 8.2:</b> Adds an example when an employee transfers from a state university under ERS to UT. <b>Sec. 11.1:</b> Explains when terminating employee's final paycheck is not sufficient to pay the total out-of-pocket premiums.
SEP 2014	220	RETIRED EMPLOYEES	Clarifies several sections. <b>Sec. 2.2:</b> Service credit must be in a benefits-eligible position; provided two examples. <b>Sec. 2.4:</b> Describes how to calculate the years of UT creditable service for UT retiree insurance. <b>Sec. 2.5:</b> Describes which institution is responsible for a new Retiree when had service at more than one UT institution. <b>Sec. 8.2:</b> Clarifies coverage options for Return-to-Work Retirees when enrolled in or eligible for TRS Care. <b>Sec. 14.0:</b> Describes Misrepresentation to be consistent with Employee policy.