

# Human Resource Services

## Benefits Office

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### Initial Notice of Your HIPAA Special Enrollment Rights

#### Current Special Enrollment Provisions:

##### **Loss of Other Coverage**

If you are not enrolled in a CSU medical plan for yourself and/or your dependents because of coverage under other health insurance or a group health plan, you may be able to enroll yourself and/or your dependents in the University's plan if you or your dependents lose eligibility for the other coverage or if the employer stops contributing towards your or your dependent's coverage. To be eligible for this special enrollment, you must request enrollment **within 30 days** after your other coverage ends or after the employer stops contributing towards the other coverage.

##### **New Dependent as a Result of Marriage, Birth, Adoption or Placement for Adoption**

If you have a new dependent as a result of marriage, birth, adoption or placement for adoption, you may be able to enroll yourself and/or your dependent(s). To be eligible for this special enrollment, you must request enrollment **within 30 days** after the marriage, birth, adoption or placement for adoption.

#### Additional New Provisions Effective April 1, 2009:

You may enroll yourself and/or your eligible dependent(s) who are not currently enrolled in health coverage if either of the following events occur:

1. **TERMINATION OF MEDICAID OR CHIP COVERAGE**—If the employee or dependent is covered under a Medicaid plan or under a State Child Health Plan (SCHIP) and coverage of the employee or dependent under such a plan is terminated as a result of loss of eligibility.
2. **ELIGIBILITY FOR EMPLOYMENT ASSISTANCE UNDER MEDICAID OR CHIP**—If the employee or dependent becomes eligible for premium assistance under Medicaid or SCHIP, including under any waiver or demonstration project conducted under or in relation to such a plan. This is usually a program where the state assists employed individuals with premium payment assistance for their employer's group health plan rather than direct enrollment in a state Medicaid program, if applicable.

To be eligible for the new special enrollment provision, you must enroll **within 60 days** after the date the employee or dependent becomes eligible for premium assistance under Medicaid or SCHIP or **within 60 days** after the date you or your dependent's Medicaid or state sponsored CHIP coverage ends.

*To enroll under one of these provisions or to obtain more information, please contact the CSU Benefits Office at (970) 491-6737.*