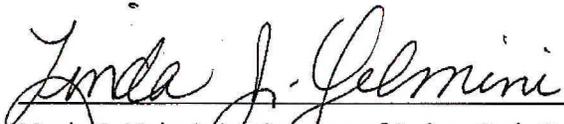


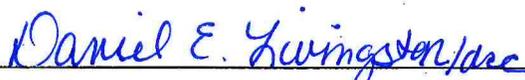
## **Agreement with Respect to Clarifying Class Coverage and A Coverage Audit**

- (1) The Agreement will be interpreted to cover as dependents, children for whom the state employee was the legal guardian, after the age of 18 and up to the age of 26, provided that the information necessary to determine proof of continued dependency upon the employee is provided to the Healthcare Policy & Benefit Services Division. The employee will be responsible for paying taxes on the attributed income pursuant to IRS rules.
- (2) Because the rules governing married but legally separated couples have not been clearly explained to members and those members may have made decisions in reliance on a misunderstanding about those rules, members who were covering their legally separated spouses on or prior to July 1, 2012 shall be permitted to continue to cover those spouses. The members will be responsible for the attributed income pursuant to IRS rules. In order to be eligible for such coverage, the member must report his or her legal separation to their employing agency no later than July 1, 2012. Such a member shall then be permitted to continue to cover his or her spouse for an additional three years unless his or her marital status changes.
- (3) Members who become legally separated on or after July 1, 2012 shall be permitted to cover their legally separated spouse at their own expense as if they were divorced as outlined in paragraph 4 below. Each such member shall be required to report their legal separation immediately to their employing agency.
- (4) Members who are legally required to provide health insurance coverage for their ex-spouse as a result of the law of their home state, or required by their divorce decree to provide such coverage, shall be permitted to do so at their own expense at the rate of the full cost for a single employee for a period of 3 years, or until they remarry, whichever comes first. Each member shall be required to report their divorce immediately to their employing agency.
- (5) Because the rules governing divorced employees who were legally required by the law in their home state or by divorce decree in Connecticut were not previously made fully clear, divorced employees who reside in such states or whose divorce decrees contain this requirement who were divorced on or before June 30, 2012 shall be allowed to cover their ex-spouse until June 30, 2015 or until they remarry, whichever comes first.

- (6) The parties have learned that the Healthcare Policy & Benefit Services Division intends to conduct an audit of the class of coverage of employees on or after July 1, 2012. That audit will be based solely upon the class of coverage reported by the employee as of July 1, 2012. The rule clarifications set forth in this agreement will be clearly set forth by the Healthcare Policy & Benefit Services Division in connection with the upcoming open enrollment.
- (7) "Attributed income" shall be the cost of single coverage in the particular plan and from the particular vendor providing insurance to the employee and his or her dependents.

  
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Linda J. Yelmini, Director of Labor Relations  
State of Connecticut

Date: 4/20/2012

  
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Daniel E. Livingston, Chief Negotiator  
State Employees Bargaining Agent Coalition

Date: 4/20/2012