Addendum 19-1A

Termination due to loss of eligibility: Employee

Employee eligible for the employer contribution loses eligibility

(e.g., resignation, loss of employee eligibility per WAC 182-12-131, death, or non-payment on FMLA)

Subscriber is no longer eligible for the employer contribution due to which event?	Will you key the PAY1 termination within the lower limit date[1] relative to the event?	Key termination of coverage...
Resignation per *WAC 182-12-131(7)(b)(i)*	Yes	The last day of the month of the resignation date specified in the resignation letter
	No	The last day of the month of the later of: • the resignation date specified in the resignation letter, or • the last day of the last month premium was paid in full[2], or • the lower limit date[1] for the current process month[3] *(Employee not responsible for employee contribution after resignation month)*
Loss of eligibility per WAC 182-12-131(7) *(except resignation)* (or) Employee enrolled when not eligible per WAC 182-12-114	Yes	The last day of the month premium was paid in full[2]
	No	The last day of the month of the later of: • the last day of the last month premium was paid in full[2], or • the lower limit date[1] for the current process month[3]
Death	Yes	The last day of the month premium was paid in full[2]
	No	The last day of the month of the later of: • the last day of the last month premium was paid in full[2], or • the lower limit date[1] for the current process month[3]
Non-payment of employee contribution while on FMLA *Delinquent more than 60 days per WAC 182-12-138(1)*	Yes or No	The last day of the last month premium was paid in full[2]

[1] *Lower limit date – The lower limit date is three calendar months before the current process month[3]. For example: if the current process month is June, three calendar months before would be March; therefore, the lower limit date for terminations would be March 31.*

[2] *Paid in full – Refers only to the employee premium share being received by or withheld from payroll by the employee's agency. In the event no employee share is required, paid in full refers to the date employer share is paid.*

[3] *Current process month – Identifies the specific period of time for which the insurance system is billing an agency. The begin and end date of an agency's current process month depends on which one of the three invoicing cycles the agency is in.*

Addendum 19-1A

Termination due to loss of eligibility: Dependent of employee

***Dependent* of employee eligible for the employer contribution loses eligibility**

(e.g., loss of dependent eligibility per WAC 182-12-260 or death)

Dependent is no longer eligible due to which event?	Was notification provided within 60 days of date of loss of eligibility or death?	Will you key the PAY1 termination within the lower limit date[1] relative to the event?	Key termination of coverage...
Loss of eligibility per WAC 182-12-260 (or) Dependent enrolled when not eligible[4] per WAC 182-12-260 (or) Employee enrolled when not eligible	Yes	Yes	The last day of the month of loss of eligibility
		No	The last day of the month of the lower limit date[1] for the current process month[3]
	No	Yes	The last day of the month of loss of eligibility *(COBRA/continuation of coverage NOT allowed)*
		No	The last day of the month of the lower limit date[1] for the current process month[3] *(COBRA/continuation of coverage NOT allowed)*
Death	Yes	Yes or No	The last day of the month of death
	No	Yes	The last day of the month of death
		No	The last day of the month of the lower limit date[1] for the current process month[3]

[1] *Lower limit date – The lower limit date is three calendar months before the current process month[3]. For example: if the current process month is June, three calendar months before would be March; therefore, the lower limit date for terminations would be March 31.*

[3] *Current process month – Identifies the specific period of time for which the insurance system is billing an agency. The begin and end date of an agency's current process month depends on which one of the three invoicing cycles the agency is in.*

[4] *Dependent enrolled when not eligible – If a dependent was enrolled when not eligible for PEBB coverage, assume "No" to question "Was notification provided within 60 days of date of loss of eligibility or death?" and key termination of dependent coverage as required.*