

Plan Year Beginning: January 1, 2024

Ending: December 31, 2024

Enrollment in the Section 125 Premium Only Plan allows active employees to reduce their taxable income by withholding certain qualifying benefit premiums BEFORE taxes.

Pre-tax Payroll Deductions

If you elect to participate in the Section 125 pre-tax salary reduction, your elections are irrevocable. You cannot add or drop a dependent during the Plan Year unless you experience a Change in Status also known as “Qualifying Life Event” under the Section 125 Internal Revenue Code regulations.

Post-tax Payroll Deduction

If you decline to participate in the Section 125 pre-tax salary reduction, you may drop a dependent during the Plan Year. However, you must have a Change in Status to enroll or add dependents during the Plan Year.

Employee/Dependent Participation Provisions

Coverage for an Employee/Retiree and his or her Dependent(s) will terminate in accordance with provisions of the applicable Collective Bargaining Agreement, Memorandum of Understanding, Employer Administrative Policy, or subject to the contractual provisions of the insurance plan.

Participant elections are irrevocable and cannot be changed during the Plan Year. Certain exceptions to the rule, known as a Change in Status or Qualifying Life Events examples are:

- **Legal Marriage or Domestic Partnership**
- **Divorce, Annulment, Legal Separation**
- **Birth, Adoption or placement for Adoption of a Child**
- **Death**
- **Change in Employment Status**
(Part-Time to Full-Time or Full-Time to Part-Time, Loss of Coverage)
- **Loss of Eligibility** (for example, dependent child no longer eligible due to age)
- **Judgments, Decrees or Order Requiring Coverage**
Applies to a judgment, decree or order resulting from a divorce, legal separation, annulment, changes in legal custody or Qualified Medical Child Support Order (QMCSO)
- **Significant Change in Cost** (subject to special note below)
- **Family Medical Leave Act (FMLA)**
An employee taking FMLA may revoke their election for medical, dental and vision and choose another option for the remaining period of leave.

Special Note:

VEBA Special Mid-Contract Open Enrollment

In order for a mid-year special open enrollment which allows members to change their elections under the VEBA Participation Agreement, an exception must be granted and approvals need to be obtained by VEBA.