



Aetna
Healthy New York Plan
Mailstop U12S
980 Jolly Road, Bldg 1
Blue Bell, PA 19422

Phone: 1-866-386-1371
Fax: 1-866-427-2689

RE: NY legislation offers options for young adult coverage to age 30

Dear Aetna Constituent:

The State of New York passed legislation that requires we offer you the option to provide dependent coverage to age 30, or to allow dependents who reach the maximum age to continue their coverage to age 30, if the dependent:

1. Is a child of an employee or other group member insured under a group policy
2. Is under age 30
3. Is unmarried
4. Is not insured by or eligible for coverage through his/her own employer-sponsored group policy or contract, whether insured or self-funded, provided that the policy or contract includes both hospital and medical benefits
5. Lives or works in New York State or the service area of the insurer's network-based policy or contract (as set forth and defined by the policy or contract)
6. Is not covered under Medicare

Option 1: "Make available option"

You are not required to raise the dependent limiting age to 30 under your benefits plan. However, if you do accept this option, dependents would have to meet the eligibility criteria noted above. If you elect this option:

- The election would take effect upon inception of your plan.
- Your premium rates will be affected.
- You will need to report the dependents to us on your eligibility submission.

If you wish to elect the "make available option," which will continue coverage under your Aetna plan for a dependent child up to age 30, please request this in writing to the address below or fax to 1-866-427-2689 within 30 days' receipt of this letter:

Aetna
Healthy New York Plan
Mailstop U12S
980 Jolly Road, Bldg 1
Blue Bell, PA 19422

Dependents not enrolled during your open enrollment period will be treated as late enrollees and will have to wait until your plan's next open enrollment period to enroll.

There may be tax consequences to both you as the employer and your employee if you elect coverage for a dependent child up to age 30. We recommend you consult a tax attorney regarding how to handle the imputed wages for any contribution you provide for dependents who are emancipated and no longer dependents for tax purposes of the eligible employee/enrollee.

Employee contributions for an emancipated dependent made with pretax dollars may also have tax implications for the employee.

Option 2: “Young adult option” or “NY DU30” option

If you do not elect the “make available option” to raise the limiting age to 30, your employees' dependents will have the option to continue their coverage by making a written election and agreeing to pay the full premium costs for continued coverage to age 30. For example, your plan's limiting age is 26 and you do not wish to change this to age 30. In this case, dependents who “age out” at age 26 will be able to continue coverage to age 30 by agreeing to pay the full cost and by electing the coverage.

The premium rate for an unmarried young adult who chooses coverage under the “young adult option” would be the single rate of the active plan in which the employee is enrolled.

Dependents who are eligible and want to continue coverage up to age 30 must complete and return a NY DU30 Supplement enrollment form to us. You and your employees will be able to access this enrollment form through the same process you use to obtain your standard New York enrollment forms.

Call us with questions

If you have any questions about our compliance with this New York mandate, please call us at 1-866-386-1371. A plan representative will be able to assist you.

Thank you for choosing us for your health insurance needs.