



PUBLIC EDUCATION EMPLOYEES' HEALTH INSURANCE PLAN

Retiree Other Group Health Insurance Coverage

In November 2004, the Alabama Legislature enacted legislation (Act 2004-649) that may affect you as a new retiree. If you meet the criteria 1-4 listed below at any time after your retirement date, you are required to use the health insurance coverage provided by your employer.

1. You retired after September 30, 2005,
2. You are employed by another employer,
3. Your other employer provides their employees at least 50 percent of the cost of individual health insurance coverage, and
4. You are eligible to receive the other employer Group Health Insurance Coverage.

Retirees who meet all of the requirements 1-4 listed above and are ineligible for PEEHIP coverage as a subscriber can be covered as a dependent on their spouse's PEEHIP Hospital Medical plan. However, retirees are eligible to enroll in the PEEHIP Supplemental Coverage Plan within thirty days of eligibility for other Group Health Insurance Coverage.

Special enrollment in the PEEHIP Hospital Medical plan is available to retirees who lose their other employer's group health plan coverage, provided notice is furnished to PEEHIP within forty-five days of loss of other Group Health Insurance Coverage in accordance with the HIPAA requirements, or during open enrollment.

Another employer that provides its employees and their spouses with other employer Group Health Insurance Coverage may not exclude a retiree, as defined under Section 16-25A-1(13), or his or her spouse from coverage by application of a provision which does not apply on the same terms and conditions to other retirees or their spouses.