



PENNSYLVANIA FACULTY

HEALTH AND WELFARE FUND

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IMPORTANT BENEFIT ANNOUNCEMENT Extension of Coverage for Adult Children

To the Faculty:

The Board of Trustees of the Pennsylvania Faculty Health and Welfare Fund approved eligibility rule changes **beginning July 1, 2011**, as follows:

REVISED DEFINITION OF "CHILDREN" INCLUDES ADULT CHILDREN UNDER AGE 26 - In compliance with recent legislation, the Fund has extended coverage of eligible children until the child's 26th birthday, regardless of job, marital, or student status, provided the child is not eligible for other employer-sponsored dental and vision coverage through the adult child or the adult child's spouse's employer.

Covered children include Faculty members' natural children, stepchildren, and legally adopted children (including a child who has been placed for adoption or otherwise is the subject of ongoing adoption proceedings), a child for whom a Faculty member has been appointed legal guardian, a natural or legally adopted child of a Faculty member's same-sex domestic partner, and a child for whom the Faculty member's same-sex domestic partner is the legal guardian. A complete copy of the revised definition of "dependent and adult children" under the Fund's eligibility rules is attached. Adult children whose coverage ended, or who were denied or were ineligible for coverage under the previous definition of "child," may be eligible to enroll in the Fund's benefits during the special enrollment period detailed below.

SPECIAL ENROLLMENT PERIOD FOR ADULT CHILDREN UNDER AGE 26 -Beginning July 1, 2011, to receive the Fund's benefits coverage, all adult children (i.e., all children ages 19 through 25) otherwise eligible for the Fund's benefits must enroll in the Fund by completing and submitting the attached form to the Fund Office. This enrollment requirement applies to **ALL** adult children, including those previously enrolled for Fund benefits as full-time students. If you have children ages 19 through 25 who otherwise are eligible for Fund coverage, you must list their names on the attached form and submit the attached form to the Fund Office. Individuals may enroll such adult children for 30 days from the date of this notice, until July 31, 2011. If you are not currently enrolled, but wish to do so to take advantage of the coverage right for your adult children, you and your adult children both may enroll during the special enrollment period.

If approved, any enrollment forms submitted during the special 30-day enrollment period will be effective retroactively to July 1, 2011. As always, Faculty members may enroll themselves and their spouses, eligible same-sex domestic partners, and eligible dependent and adult children at any time by completing and submitting an enrollment card and required documentation.

These rule changes will be included in the description of benefits at the Fund's website, www.pafac.com, beginning July 1, 2011. Communicate with Tiffany at the Fund Office if you have questions or need more information (see above listed mailing address and telephone number).

Sincerely yours,

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