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# REMINDER

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## **ADDING AND REMOVING DEPENDENTS**

Elections for pre-tax group health insurance are generally irrevocable for the plan year under Section 125 of the IRS Code. However, the IRS provides specific instances when an employee can make mid plan year changes.

## **THE TRUST MUST BE NOTIFIED WITHIN 30 DAYS OF A “QUALIFYING LIFE EVENT”**

- Change in marital status.
  - Marriage or divorce of yourself or a dependent
- Change in number of dependents.
  - Birth
  - Child loses or gains other coverage
  - Adding or removing dependents due to marriage, divorce, or age
- Change in employment.
  - Spouse or dependent loses or gains other coverage
  - Loss of coverage due to change in hours
- Spouse or dependent open enrollment
- Medicare or Medicaid entitlement

The situations listed above are the most common qualifying life events, not an all-inclusive list. If you think you are experiencing a life event please call Rooney Insurance for verification and assistance.

If you have questions or concerns please email [fop93@rooneyinsurance.com](mailto:fop93@rooneyinsurance.com) or call Rooney Insurance at 918-878-3425.