

The following new language is based upon a recent agreement between Minnesota Management and Budget and MAPE. These provisions were approved by the MAPE Board of Directors and Negotiations Team. It is now part of the voter booklet that members will be able to vote on beginning August 1<sup>st</sup>, 2013.

**Article 20 – Insurance** - Section 2, Subsection C, paragraphs 1 and 2 have new language added allowing one person of a dual SEGIP qualified employee household (both spouses or a parent and a dependent, ages 18 to 26, that each work for the state or another entity that has SEGIP as their insurance provider) the option of being covered as a dependent on their spouses or parent’s plan. Both SEGIP qualified employees have to agree to the coverage.

C. **Dependents.** Eligible dependents for the purposes of this Article are as follows:

1. **Spouse.** The spouse of an eligible employee (if legally married under Minnesota law). For the purposes of health insurance coverage, if that spouse works full-time for an organization employing more than one hundred(100) people and elects to receive either credits or cash (1) in place of health insurance or health coverage or (2) in addition to a health plan with a seven hundred and fifty dollar (\$750) or greater deductible through his/her employing organization, he/she is not eligible to be a covered dependent for the purposes of this Article. If both spouses work for the State or another organization participating in the State's Group Insurance Program, neither spouse may be covered as a dependent by the other, unless one spouse is not eligible for a full Employer Contribution as defined in Section 3A.

**Effective January 1, 2015 if both spouses work for the State or another organization participating in the State's Group Insurance Program, a spouse may be covered as a dependent by the other.**

2. **Children.**

- a. **Health and Dental Coverage:** A dependent child is an eligible employee’s child to age twenty-six (26).
- b. **Dependent Child:** A “dependent child” includes an employee’s (1) biological child, (2) child legally adopted by or placed for adoption with the employee, (3) step-child, and (4) foster child who has been placed with the employee by an authorized placement agency or by a judgment, decree, or other court order. For a step-child to be considered a dependent child, the employee must be legally married to the child’s legal parent or legal guardian. An employee (or the employee’s spouse or jointly) must have permanent, full and sole legal and physical custody of the foster child.
- c. **Coverage Under Only One Plan:** For purposes of (a) and (b) above, if the employee’s adult child (age eighteen (18) to twenty six (26)) works for the State or another organization participating in the State’s Group Insurance Program, the child

may not be covered as a dependent by the employee unless the child is not eligible for a full Employer Contribution as defined in Section 3A.

**Effe cti ve Ja nuary 1, 20 15 for purp oses of(a)and (b)above, i f th e empl  
oy ee 's  
adult child (age 18 to 26) works for the State or another organization  
p arti cipati ng i n th e St at e's Group Insura nce Program, the chi ld may  
be  
covered as a dependent by the employee.**

---