



DIOCESE OF OAKLAND

Medical, Dental and Vision Eligibility

Eligibility	<ul style="list-style-type: none"> • Priests and transitional Deacons of the Diocese of Oakland who are incardinated and hold an official assignment from the Bishop or are on official assignment from the Bishop. • Regular employees, contract employees and contract teachers who regularly work 25 hours or more per week. • Legal spouse of the employee. • Dependent children through the end of the calendar month in which they reach age of 26.
Effective Date of Coverage	<ul style="list-style-type: none"> • Coverage for Priests, transitional Deacons and candidates for priesthood begins on the date they become eligible. • Coverage for regular employees, contract employees and contract teachers begins on the first day of the month following their date of hire. Example: Hired on 2/5, benefits begin 3/1. • However, if hired on the first day of the month, benefits begin on the first day of the month. Example: Hired on 2/1, benefits begin on 2/1.
Enrolling in the Plan	<p>To enroll in the Plan, a person must complete an enrollment form within 31 days of becoming eligible. If not enrolled during this initial period, that person cannot enroll until the Trustor/Employer's <i>annual Open Enrollment Period</i>.</p> <p>A Special Enrollment Period may be available when an eligible person loses coverage under another group plan or acquires a new dependent.</p>
When Coverage Ends	<p>Coverage for the employee and covered dependents ends on the last day of the last month of eligibility. Eligible employees will receive information through the mail regarding continued group coverage (COBRA) from the COBRA administrator.</p>
Coverage Reminders	<ul style="list-style-type: none"> • All of the Reta Trust prescription drug plans meet Medicare Part D guidelines for creditable coverage • The Reta PPO and EPO (Blue Shield) Plans have a pre-existing condition clause. The pre-existing period may be reduced or eliminated with proof of prior coverage. Please submit your HIPAA Certificate with your first claim to Blue Shield. • Deductions for your health coverage are on a pre-tax basis.