

Premier Vision Program for State Employees

PERMITTING EVENT CODES/EFFECTIVE DATES

EFFECTIVE DATES RULES:

Standard - New Enrollment : First day of the month after VSP receives premier premium from SCO

Mandatory : First day of the month following the event.

Open Enrollment : First Day of Next Plan Year

ENROLLMENT/CHANGES/CANCELLATIONS

Permitting Event	Permitting Event Code	Permitting Event Date	Effective Date of Action	Time Limit to File Document
Newly Eligible Employee/New Enrollment -New to State Service	60	New Hire or Eligibility Date	Standard	60 days for employee to submit to their Human Resources
Enrollment of new spouse, domestic partner or eligible child.	61	Date family member acquired	Standard	60 days from event
Enrollment of eligible dependent returning from military leave	61a	Date of event	Mandatory	60 days from event
Deletion of dependent due to commencement of military service	61b	Date of event	Mandatory	60 days from event

Change of custody or adding eligible child who has become dependent* on employee, including economic dependency created through a court order	61c	Date of custody change or dependent child is acquired	Standard	60 days from event
Cancellation due to death of employee	62	Date of death	Mandatory	No document necessary - discontinuance of premium payment or record of eligibility
Cancellation due to loss of eligibility/COBRA OFFERED	62a	Date of event	Mandatory	First day of the month following the event (eligible for COBRA)
Deletion of dependent due to loss of eligibility, death, divorce, dependent over age 26 (and not certified disabled prior to age 26), legal separation**, termination of domestic partnership, or death of employee. COBRA offered.	63	Date of event	Mandatory	First day of the month following the event (eligible for COBRA)
New Enrollment (Permanent Intermittent)	64	June 30 or December 31	Standard (Effective Date can be no earlier than August 1 or February 1)	60 days from the end of control period
Loss of Coverage	65	Date of event	Mandatory	60 days from event

Enrollment of self, or self and dependents, after coverage as a dependent terminates for any reason (e.g., divorce, loss of spouse, loss of coverage through spouse employer etc.) except voluntary cancellations	66	Date of event	Mandatory	60 days from event
---	----	---------------	-----------	--------------------

*Employees wanting to enroll into the Premier Vision Plan must positively elect to enroll by providing the signed enrollment form to their personnel office (for events outside open enrollment). Personnel offices are to send a copy of the form to VSP and retain the original in-file. Once enrolled into the Premier Vision Plan, the employee will be required to maintain their enrollment for a 12-month minimum enrollment period. An employee enrolled into this program may disenroll during any open enrollment period, with their enrollment ending January 1 of the next calendar year (after they have completed the minimum 12-month enrollment period). An employee that decides to disenroll from the Premier Vision Plan during open enrollment may not re-enroll until the next open enrollment period (unless they experience a permitting event that will allow an enrollment prior to open enrollment). Open enrollment information received by VSP will be available upon request by departments. Only department representatives authorized by CalHR as appearing on the CalHR delegation listing may request this information from VSP.

* Affidavit or court order must be on file with department.

**Employee cannot remove spouse while pending divorce.

NOTE: Employees enrolling in the Premier Vision Plan cannot use their Basic Vision Plan benefit, then enroll into the Premier Vision Plan and use the benefit again within the same plan year.