

OTHER ELIGIBLE INDIVIDUAL (OEI) PROGRAM

Under the Other Eligible Individual (OEI) program, a benefit-eligible CMU employee may designate **one (1)** Other Eligible Individual (OEI) who will be eligible for designated benefit coverage, providing ALL of the following eligibility criteria are met:

- The OEI currently resides in the same residence as the employee and has done so for the last 18 continuous months, and is not a tenant; AND
- The OEI is not a spouse under Michigan law, dependent as defined by the IRS, in-law or step-relative of the employee; AND
- The OEI is not eligible to inherit from the employee under the laws of intestate succession in the State of Michigan.

Children of an employee's OEI may be eligible for designated benefit coverage provided they satisfy the benefits eligibility criteria. For further details, click [here](#).

Examples of individuals do **not** fall within the benefit eligibility criteria for this program:

- Spouse
- Children and their descendants (i.e. children, grandchildren)
- Parents
- Parents' descendants (i.e. siblings, nieces, nephews)
- Grandparents and their descendants (i.e. aunts, uncles, cousins)
- Renters, boarders, tenants, etc.
- In-laws (parent-in-law, son-in-law or daughter-in-law, brother or sister-in-law, etc.); step relative (stepmother, stepfather, stepsibling, stepchild, etc.)

Tax implications of covering an OEI under your benefits

IRS regulations require the University to tax the fair market value of University-provided benefits for Other Eligible Individuals. This means that the employee will be taxed on the full premium for the Other Eligible Individual (and the OEI's dependents). Other benefits such as Tuition Waiver must also be taxed to the employee. The tax costs to the employee can be meaningful. For this reason employees are advised to consult a tax advisor.

Enrollment for OEI

To enroll an OEI in benefits, employees will need to complete the online enrollment process (if enrolling the OEI when initially eligible for benefits or during open enrollment) or complete the Status Change Request form. In addition to the online enrollment or completion of the Status Change Request form, the employee is also required to complete the paper version of the "Other Eligible Individual Designation" form. The Status Change Request form (if applicable) and OEI Designation form must be returned to the Benefits and Wellness office.

Termination of OEI coverage

Eligibility to continue coverage for an OEI and his/her children ends on the date the above criteria is no longer met. Employees must immediately notify the Benefits and Wellness office of a change in eligibility status and complete a "[Declaration of Termination of Other Individual Status](#)" form. Failure to provide timely notice to the University jeopardizes continuation of health care coverage for the OEI and his/her dependents.

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While continuation of health care coverage is not required under federal COBRA laws, the University will provide such coverage under the same terms that would apply to an employee's spouse and children.

OTHER IMPORTANT INFORMATION ABOUT THE OEI PROGRAM

- Designated benefits currently covered under the OEI program (based on the eligibility of the employee) include:
 - Medical & Prescription – BCBS **only** (available for staff, fixed-term faculty, medical faculty, and post-doctoral research fellows)
 - Dental
 - Vision
 - Voluntary dependent life insurance/AD&D
 - CMU tuition waiver program
 - Employee assistance program
 - Michigan Educational Savings Program
 - Applicable paid/unpaid time off

Other Eligible Individuals would also be eligible to obtain a CMU ID card, and are eligible to use the Student Activity Center, University Health Services and Central Health Improvement Program under the guidelines of those programs. It does not include Flexible Spending Accounts which is prohibited by law.

- An employee can only enroll an OEI during open enrollment, upon the employee's initial eligibility for benefits, or when an OEI who already meets the plan's definition of eligible person loses coverage elsewhere.
- OEIs who are offered coverage through their employers **MUST** enroll in at least single coverage through their own employers' medical, prescription drug and dental plans, unless the OEI is charged 100% of the cost of the coverage through that employer.