

RETIREMENT SYSTEMS OF ALABAMA
ADMINISTRATIVE CODECHAPTER 800-6-1
PUBLIC EDUCATION EMPLOYEES' HEALTH INSURANCE BOARD CHAPTER

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800-6-1-.01 Employee Coverage.

Employees, as defined by Code of Ala. 1975, § 16-25A-1, of employers which have not elected not to participate in PEEHIP shall be member employees and shall be deemed to have elected basic hospital/medical coverage unless such employee affirmatively elects an optional coverage. Optional coverage may be elected upon initial enrollment or during a period of open enrollment.

Author: William T. Stephens, General Counsel, RSA.

Statutory Authority: Code of Ala. 1975, § 16-25A-5.

History: Filed May 20, 1985; effective June 25, 1985.

800-6-1-.02 Election To Participate.

Any board of education, institution or other employer with employees as defined by Code of Ala. 1975, § 16-25A-1, which has previously elected not to participate in the basic hospital/medical plan may, upon a majority vote of its employees, elect to participate in such plan. The employee election on whether to participate in PEEHIP shall be held according to procedures prescribed by the employer provided that such election shall be by secret ballot and that all eligible employees shall be permitted to vote. An employer holding such an election must certify the election results to the PEEHIP Board in a form prescribed by or acceptable to the PEEHIP administrative staff.

Author: William T. Stephens, General Counsel, RSA.

Statutory Authority: Code of Ala. 1975, § 16-25A-5.

History: Filed May 20, 1985; effective June 25, 1985.

800-6-1-.03 Election By Employer Which Participates In TRS.

Any board, agency, organization or association which participates in the Teachers' Retirement System of Alabama, but whose employees are not included in the definition of employee in § Code of Ala. 1975, § 16-25A-1, may, upon majority vote of its employees and by a resolution legally adopted and in such form as may be prescribed by or acceptable to the PEEHIP administrative staff, elect to have its employees and retired employees participate in PEEHIP. Such election shall be held and its results certified as provided for boards of education and other employers under Rule 800-6-1-.02 of these regulations. Participation, once elected, shall be irrevocable.

Author: William T. Stephens, General Counsel, RSA.

Statutory Authority: Code of Ala. 1975, § 16-25A-5.

History: Filed May 20, 1985; effective June 25, 1985.

800-6-1-.04 Part-Time Employees.

A part-time employee may participate in PEEHIP if such employee shall agree to have deducted from his or her compensation, in addition to any costs which might be required pursuant to Code of Ala. 1975, § 16-25A-8(d), a pro rata portion of the allocation of a full-time employee, based on the percentage of time such person is employed according to the following schedule:

Employee Portion

Employment Status of Allocation

Less than 1/2 time 75%

At least 1/2 time but
less than 3/4 time 50%

At least 3/4 time but
less than full-time 25%

Full-time 0

Author: William T. Stephens, General Counsel, RSA.

Statutory Authority: Code of Ala. 1975, § 16-25A-5.

History: Filed May 20, 1985; effective June 25, 1985.

800-6-1-.05 Dependent Coverage.

A member employee may elect dependent coverage for his or her spouse and eligible dependent children. Dependent children who are eligible for coverage are: (1) Unmarried dependent children under 19 years of age; (2) Unmarried dependent children between the ages of 19 and 23 who have their legal residence with the employee, are wholly dependent upon the employee for maintenance and support and are registered students in regular full-time attendance at an accredited secondary school, college or university, or institution for the training of nurses; (3) Unmarried dependent children incapable of self-sustaining employment because of a physical or mental handicap and chiefly dependent on the employee for support to any age. The term "children" as used herein means the employee's own children and legally adopted children, step children, foster children and other children fully dependent upon the employee for support and/or permanently residing in the employee's household in a normal parent-child relationship. A member employee may not elect dependent coverage for a dependent other than his or her spouse who is independently eligible for coverage under PEEHIP. Dependent coverage may be elected within 60 days after employment, within 31 days after acquiring an eligible dependent, or during a period of open enrollment.

Author: William T. Stephens, General Counsel, RSA.

Statutory Authority: Code of Ala. 1975, § 16-25A-5.

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