



MICHIGAN ELECTRICAL EMPLOYEES' HEALTH PLAN



July 2013

TO: ALL PARTICIPANTS OF THE MICHIGAN ELECTRICAL EMPLOYEES' HEALTH PLAN

RE: WORKING SPOUSE RULE – DISCONTINUED

Dear Participant:

After thorough discussion and review of the current Working Spouse Rule (WSR), the Board of Trustees has acted to discontinue the WSR requirement beginning July 1, 2013. The program, established January 1, 2012, has not produced the cost-savings that the Plan had projected.

This means that effective on and after July 1, 2013, your spouse is not required to enroll in his or her employer-sponsored group health plan coverage as a condition to having coverage under the Health Plan. This also means that your spouse is not required to enroll or re-enroll in his or her employer-provided health plan coverage during an open enrollment period. Of course, your spouse can elect to enroll in employer-provided coverage if he or she chooses. However, Plan coverage will be available for spouses regardless whether they do or do not enroll in their employer's health plan.

If your spouse drops employer-provided group health plan coverage, you should notify the Plan Office as soon as possible with the termination date so that the Plan records can be updated for coordination of benefits.

If you have any questions regarding this information, please do not hesitate to contact the Plan Office.

Sincerely,

Michigan Electrical Employees' Health Plan
Board of Trustees

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