



Mine Repair & Maintenance, Inc  
Pioneer Conveyor  
Garrett Mine Supply, Inc.  
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#### MEDICAL INSURANCE ELIGIBILITY FOR GMS MINE REPAIR EMPLOYEES

- Newly hired full time employees become eligible to enroll in medical insurance the first of the month, following 90 days of employment.
- If an employee does not enroll when first eligible, the employee may not enroll until Open Enrollment (currently during the month of June for coverage to begin July 1).
- An employee may enroll before open enrollment if the employee experiences a Qualifying Event. Employees must enroll within 30 days of the event.
  1. A marriage or divorce
  2. The death of a spouse or child
  3. The birth, adoption or placement for adoption, of a child
  4. The termination or commencement of a spouse's employment
  5. The switch from full-time to part-time by the spouse
  6. A significant change in the health coverage of the employee or spouse attributable to the spouses' employment;
  7. Loss of other health coverage
  8. The employees' or dependent's Medicaid or State Child Health Insurance Plan (CHIP) has terminated as a result of loss of eligibility and the employee requests coverage under the Plan within 60 days after the termination; or
  9. The employee or dependent become eligible for premium assistance subsidy under Medicaid or a State Child Health Insurance Plan (CHIP), and the employee requests coverage under the Plan within 60 days after eligibility is determined.
- Employees that are enrolled in the medical plan may only cancel or make changes (add or remove a dependent) to their insurance coverage during open enrollment, if they experience a qualifying event or when their employment terminates.