**EHA Addresses Eligible Dependent Definition**

The EHA Board of Directors at the July 21, 2104 Meeting passed the following motions to address the definition of eligible dependents.

Motion 1

Whereas, the EHA has addressed the expansion of the definition of dependents to respond to member employee needs and member requests, and,

Whereas, the EHA address has resulted in the decision & announcement in October 2013 of the intended expansion in the definition of dependents approximately 2 years in advance of the proposed effective date of September 2015, in order to allow members and EHA participating employers ample time to address the change, and,

Whereas, the EHA previous decision, to apply beginning September 2015, was to expand the definition of ‘Eligible Dependent’ to all adult individuals and their dependent children meeting criteria establishing the adult’s status as ‘domestic partner’, and,

Whereas, in light of the U.S. Supreme Court 2013 decision regarding the Federal Defense of Marriage Act (DOMA), declaring certain aspects of DOMA unconstitutional, and Federal Department of Labor (DOL) and other regulatory bodies addressing the Supreme Court decision through regulatory changes, all addressing the specific question and potential expansion of coverage to same-sex couples and marriages, and not to the further & different definition of ‘domestic partners’ addressed previously by the EHA, and,

Whereas, BCBS of Nebraska has responded to the U.S. Supreme Court’s recent DOMA decision by declaring that legally married same sex couples shall be considered eligible dependents under its insurance contracts, (of which EHA is one such contract),

Now, therefore, be it resolved,

That the EHA hereby rescinds the decision to expand the definition of dependents to ‘domestic partners’ and their dependent children previously scheduled to be effective September 1, 2015. In addition, the EHA endorses a change in the coverage contract, (previously announced by BCBSNE), to expand the eligible dependents to include legally married same sex couples and their dependent children.

Motion 2

 Eligible dependents also includes legally recognized opposite-sex common law marriages.