

## Death of Child

These qualifying mid-year event election changes are permitted when a child covered under your plan dies.

### Health Care Coverage:

- You may change your plan. HMO members are required to select a primary care physician.
- You may remove only the deceased child.

### Medical Flexible Reimbursement Account:

- You may reduce or cancel your election amount to cover a change in eligible medical expenses.

### Dependent Care Flexible Reimbursement Account:

- You may reduce or cancel your election amount to cover a change in eligible dependent care expenses.

### ***Important Things To Know About Making An Election Change Request For This Event***

- 1. *What documentation is required.*** Documentation validating the death (newspaper article, obituary, death certificate).
- 2. *How to submit the request.*** Within 31 days of the child's death, use [EmployeeDirect](#) or complete a paper [Enrollment Form](#).
- 3. *When approved changes take effect.*** Changes in *health care coverage* are effective the first of the month following the child's death. Changes in *flexible reimbursement accounts* are effective the first of the month following receipt of your request or following the event, whichever is later. When the later date is the first of the month, changes are effective that day.
- 4. *Where to learn more.*** Visit [www.dhrm.virginia.gov](http://www.dhrm.virginia.gov). The [Employee Benefits link](#) includes answers to frequently asked questions and helpful information about handling a life-changing event. For more details, contact your agency's Benefits Administrator.

**Reminder:** If you miss this opportunity to submit your change request, contact your agency's Benefits Administrator immediately.