



COMMUNICATIONS WORKERS OF AMERICA  
LOCAL 1168, AFL-CIO



DATE: March 8, 2010  
TO: All Kaleida Health CWA Local 1168 Members  
FROM: CWA Local 1168 Executive Board  
RE: Dependent Review conducted by Kaleida Health

**REVISION**

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## ***DEPENDENT BENEFIT ELIGIBILITY***

### **Action Required by March 12, 2010**

All Kaleida employees are required to show proof of dependent eligibility to maintain coverage for:

- Medical
- Dental

Kaleida says, failure to verify proof of eligibility will result in coverage termination for unverified dependents effective April 30, 2010. Bring your documents to prove eligibility per the site visit schedule mailed to your home or posted on Kaleidascope. Do not disregard this mandatory request or your dependents will be dropped until the next open enrollment period.

If by chance your listed dependents are no longer eligible and you have not removed them from coverage, they will be removed without repercussion this one time.

In the FUTURE, if you attempt to cover a person who is not your legal dependent, Kaleida will pursue discipline. This offense is considered fraudulent and may be grounds for TERMINATION. DO NOT submit false or misleading information to the Employer.

If for some reason you have an issue that is not covered by the documentation listed, please call the Union Office and the Corporate Benefits Department before the deadline date of March 12, 2010.

Employees were notified at open enrollment in November that the employer would be conducting a review of ALL eligible dependents.

### **PHONE NUMBERS:**

Union Office  
816-1168

Kaleida Corporate Benefits Health and Welfare Team

859-8580

859-8578

859-8581