

Opinion of Trustees
Resolution of Dispute
Case No. 81-107
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September 28, 1982

(Opinion issued in letter form; name and address deleted)

Re: Opinion of Trustees
Resolution of Dispute
Case No. 81-107

Pursuant to Article IX of the United Mine Workers of America 1950 Benefit Plan and Trust, and under the authority of an exemption granted by the United States Department of Labor, the Trustees have received a question concerning an Employer's responsibility to provide health benefit coverage under the Employer's Benefit Plan for a parent of an Employee.

Under Article II D (3) of the Employer's Benefit Plan, a parent of an eligible Employee may qualify for benefit coverage if the parent has been dependent upon the Employee and living in the same household (residence) with the Employee for at least one year, There are no provisions for any exceptions to this requirement. Therefore, the Employer is not responsible to provide coverage for the parent before the parent meets the one-year requirement.

Sincerely,

Harrison Combs, Chairman

John J. O'Connell, Trustee

Paul R. Dean, Trustee