If you have your child as a Dependent on your Medical, Dental and/or Vision Plan, they will be removed (i.e. age out) as a Dependent on the last day of the month in which they turn 26.

On the day they turn 26, you will receive a task to submit in your USFWorks Inbox. This task needs to be completed as soon as possible in order for your child to receive their COBRA packet, in case they wish to be covered under COBRA for up to 36 months, effective 1st of the month following their 26th birthday. They would pay the full premiums plus a 2% processing fee. You can find COBRA premiums in the latest Benefits Guide on the Monthly Contributions pages (you can find the link to the guide on this page in the Quick Links section). Premiums will also be reflected in the COBRA packet.

Please note: You need to complete the task whether your child decides to opt for coverage under COBRA or not.

Follow these steps:

1. Log in to USFWorks and go to your Inbox.

2. Open the task message (it should have Benefit Change – PASSIVE: Dependent Child Ages Out as the subject).

3. Once the message has opened, click Let’s Get Started.

4. On the next page with the Benefit cards, if the removal of your

5. Then, on the page with the Benefit cards click Review and Sign.

6. On the next page, review to make sure everything is correct, read the legal notice, check the box next to I Accept, and click Submit.
7. On the next page, click **Done**.

8. Your submission will be automatically routed to your HR Benefits partner for processing.
Benefits: Dependent Child Ages Out

Benefits Team contact information

Please contact a USF Benefits Representative if you have further questions at benefits@usfca.edu or dial (415) 422-2442.

For inquiries concerning:
- a general HR issue, please email humanresources@usfca.edu
- leaves, please email leaves@usfca.edu
- payroll, please email payroll@usfca.edu
- retirement, please email retirementplan@usfca.edu
- Tuition Remission, please email tuitionremission@usfca.edu
Benefits: Dependent Child Ages Out

Faculty and Staff

Last revision date: August 25,