

(2) AN ELIGIBLE EMPLOYEE WHO ACQUIRES A NEW DEPENDENT THROUGH MARRIAGE, BIRTH, ADOPTION, OR PLACEMENT FOR ADOPTION; AND

(3) THE SPOUSE OF AN ELIGIBLE EMPLOYEE AT THE BIRTH OR ADOPTION OF A CHILD, PROVIDED THE SPOUSE IS OTHERWISE ELIGIBLE FOR COVERAGE.

(D) AN ELIGIBLE EMPLOYEE MAY NOT ENROLL A DEPENDENT DURING A SPECIAL ENROLLMENT PERIOD UNLESS THE ELIGIBLE EMPLOYEE:

(1) IS ENROLLED UNDER THE HEALTH BENEFIT PLAN; OR

(2) APPLIES FOR COVERAGE FOR THE ELIGIBLE EMPLOYEE DURING THE SAME SPECIAL ENROLLMENT PERIOD.

~~(D)~~ (E) THE SPECIAL ENROLLMENT PERIOD UNDER SUBSECTION (C) OF THIS SECTION SHALL BE A PERIOD OF NOT LESS THAN 31 DAYS AND SHALL BEGIN ON THE LATER OF:

(1) THE DATE DEPENDENT COVERAGE IS MADE AVAILABLE; OR

(2) THE DATE OF THE MARRIAGE, BIRTH, ADOPTION, OR PLACEMENT FOR ADOPTION, WHICHEVER IS APPLICABLE.

~~(E)~~ (F) IF AN ELIGIBLE EMPLOYEE ENROLLS ANY OF THE ~~PERSONS~~ INDIVIDUALS DESCRIBED IN SUBSECTION (C) OF THIS SECTION DURING THE FIRST 31 DAYS OF THE SPECIAL ENROLLMENT PERIOD, THE COVERAGE SHALL BECOME EFFECTIVE AS FOLLOWS:

(1) IN THE CASE OF MARRIAGE, NOT LATER THAN THE FIRST DAY OF THE FIRST MONTH BEGINNING AFTER THE DATE THE COMPLETED REQUEST FOR ENROLLMENT IS RECEIVED;

(2) IN THE CASE OF A DEPENDENT'S BIRTH, AS OF THE DATE OF THE DEPENDENT'S BIRTH; AND

(3) IN THE CASE OF A DEPENDENT'S ADOPTION OR PLACEMENT FOR ADOPTION, THE DATE OF ADOPTION OR PLACEMENT FOR ADOPTION, WHICHEVER OCCURS FIRST.

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(a) (1) Except as provided in subsections (b) [and], (c), AND (D) of this section, a carrier shall renew a health benefit plan at the option of the small employer.

(2) On renewal, a carrier may not exclude eligible employees or dependents from a health benefit plan.

(3) (i) A carrier shall mail a notice of renewal to the small employer at least 45 days before the expiration of a health benefit plan.