

State Employees' Insurance Board

Same-Sex Marriage Policy

As required by federal law, the State Employees' Health Insurance Plan (SEHIP) now treats same-sex spouses in the same manner as opposite-sex spouses. Starting on February 9, 2015, the State Employees' Insurance Board (SEIB) allowed members to add their same-sex spouses or other eligible dependents arising from same-sex marriages to their SEHIP contract. However, this policy was not published to the members.

On June 26, 2015, the United States Supreme Court ruled in the case of Obergefell v. Hodges that all states must issue same-sex marriage licenses and recognize same-sex marriages validly performed in other states. Consistent with the SEHIP's policies for IRS qualifying life events concerning opposite-sex spouses, a member who marries a same-sex spouse **on or after** June 26, 2015, will have **60 days from the marriage date** in which to add their spouse to their SEHIP coverage; otherwise, the member will have to wait until SEHIP's Open Enrollment period (November 1 through November 30) to add their spouse for a January 1, effective date of coverage.

For members who married a same-sex spouse **prior to** June 26, 2015, SEHIP recognizes the marriage **as of June 26, 2015, and will allow 60 days from that date** for those members to add their same-sex spouse to their SEHIP coverage, outside of Open Enrollment.

As with opposite-sex couples, same-sex couples must provide the SEIB with appropriate documentation to demonstrate their marriage status.

Below are the instructions for adding a same-sex spouse or other eligible dependent(s) arising from a same-sex marriage to SEHIP coverage.

For legal marriages of same-sex spouses that occurred **prior to June 26, 2015**

Coverage for an existing spouse can be added by completing a Membership Status Change form and submitting it to the SEIB. **June 26, 2015, must be used as the date of the Qualifying Life Event** and the effective date of marriage. A Membership Status Change form must be submitted to the SEIB by midnight on August 25, 2015.

A Membership Status Change form must be submitted to the SEIB within 60 days of June 26, 2015. After the 60 days have expired the member will have to wait until the SEHIP's Open Enrollment period (November 1 through November 30) to add their spouse for a January 1, effective date of coverage.

For legal marriages of same-sex spouses that occurred **on or after June 26, 2015**

Coverage for a new spouse can be added by completing a Membership Status Change form and submitting it to the SEIB. **A Membership Status Change form must be submitted to the SEIB within 60 days of the date of marriage.** The effective date of coverage will be the date of marriage. After the 60 days have expired the member will have to wait until the SEHIP's Open Enrollment period (November 1 through November 30) to add their spouse for a January 1, effective date of coverage.