



North Carolina
State Health Plan
FOR TEACHERS AND STATE EMPLOYEES



Same Sex Marriage Qualifying Event Update

Board of Trustees Meeting

November 20, 2014

A Division of the Department of State Treasurer

Eligibility Update Regarding Ruling on Same Sex Marriages

- On October 10, 2014, a federal court overturned North Carolina's law regarding same sex marriage, recognizing same sex marriages as legal in North Carolina.
- This ruling makes same sex spouses of State Health Plan subscribers eligible for State Health Plan coverage.
- **Qualifying Life Event** – This ruling is considered a qualifying life event and same sex spouses of covered subscribers were immediately eligible for Plan coverage. Because the ruling was made in October, November 1, 2014, was the effective date for anyone who enrolled using this qualifying life event. Any future same sex marriages will also be a qualifying life event and the spouse will be eligible the first of the month following the marriage. As with all qualifying life events, members have 30 days to take action.

Eligibility Update Regarding Ruling on Same Sex Marriages

Notifications

- **Employing Units** – The Plan issued an HBR Alert advising groups of the steps required to add these members.
- **Members** – The Plan immediately updated the State Health Plan website with the impacts of the ruling and enrollment instructions.

Enrollments

- **54** same sex spouses have been added with an 11/1/14 effective date.