



June 30, 2015

SUBJECT: Benefit Enrollment – Same Sex Spouses

Obergefell v. Hodges

The recent Supreme Court ruling in Obergefell v. Hodges impacts benefits for same-sex spouses. While many of the details regarding current policies and regulations are still under review at the A&M System Office, dependent benefit enrollment will be open to same-sex spouses beginning July 1, 2015. There will be a 60 day window of opportunity for employees and retirees to add same-sex spouses and eligible dependents to insurance coverages due to the new ruling.

Employees and retirees wishing to enroll eligible dependents should complete a [dependent enrollment form/HR 101](#) and provide the applicable dependent verification documentation, listed on page 3 of the Dependent Enrollment form, and included as an attachment. The form and documentation can be faxed to the Benefits office in AgriLife Human Resources at 979/458-1046 or emailed to Dana Dewveall at dana.dewveall@ag.tamu.edu

Forms and documentation received by July 10, 2015 will result in a coverage effective date of July 1, 2015. Forms and documentation received between July 11, 2015 and August 1, 2015 will result in a coverage effective date of August 1, 2015. Forms and documentation received between August 2, 2015 and September 1, 2015 will result in coverage effective date of September 1, 2015.

In addition to the 60 day window mentioned above, a same-sex spouse can be added to insurance during Annual Enrollment through [Single Sign On/iBenefits](#). Any changes made during Annual Enrollment will become effective September 1, 2015.

If additional time is needed to complete the form and/or provide the dependent documentation, please contact the Benefits office in AgriLife Human Resources at 979-845-2423 to discuss your situation.

As with any status change due to marriage, employees and retirees have a 60 day window from the date of marriage to add a new spouse to insurance. The same form and dependent documentation mentioned above will need to be submitted within 60 days of the marriage, and coverage will be effective the first of the month after the form and documentation are received.

For further information, please contact the Benefits Office in AgriLife Human Resources at 979/845-2423.

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