

State Health Benefit Plan Same-Sex Marriage Law Frequently Asked Questions July 8, 2015

1. How does the recent Supreme Court ruling in *Obergefell v. Hodges* on same-sex marriage effect the State Health Benefit Plan (SHBP)?

As a result of the Supreme Court's ruling, SHBP members and eligible persons who are legally married may add their spouses regardless of their gender, in accordance with the eligibility requirements.

2. What are the eligibility requirements for adding same-sex spouses legally married on or after June 26, 2015 to SHBP coverage?

SHBP members or eligible persons who legally marry on or after June 26, 2015 may add their same-sex spouse within 31 days of the qualifying event.

3. Do the same eligibility rules apply to same-sex couples legally married in another state?

Yes. If current SHBP members were legally married in another state prior to June 26, 2015, these members will have until September 1, 2015 to add their same-sex spouse. These members can choose to have coverage effective as of: 1) June 26, 2015 and pay the first premium for the month of June, or 2) July 1, 2015 and pay the first premium for the month of July.

Newly eligible persons (e.g., new hires) who were legally married prior to June 26, 2015 may add their same-sex spouse within 31 days of the date of hire or qualifying event. For the effective date of coverage, please see the Eligibility and Enrollment Provisions posted on DCH's website at <http://dch.georgia.gov/shbp-plan-documents>.

4. How do I add my same-sex spouse?

SHBP is implementing programming changes to allow members to add same-sex spouses through the ADP portal at www.mySHBPga.adp.com and these changes are expected to be completed by mid-July. However, should covered members wish to add a same-sex spouse prior to this time, they can do so by calling SHBP Member Services Center at 800-610-1863 and speaking with a customer service representative.

