

University of Virginia Health Plan Spousal Affidavit for Enrollment as your Dependent in the UVa Health Plan

Effective Jan. 1, 2014, employees' spouses who have access to affordable health care that provides minimum value (as defined by the Affordable Care Act)* through another employer will no longer be eligible for enrollment in the UVa Health Plan. This eligibility change will allow the University to maintain affordable coverage for its employees, spouses who have no other health coverage choice, and dependent children.

Two populations of spouses will continue to be eligible for enrollment as your dependent:

- spouses who do not have access to affordable health care coverage that provides minimum value through his/her employer, and
- spouses who are employed in a health benefits-eligible position by the UVa Academic Division or Medical Center.

Employees who want to cover their eligible spouse on the UVa Health Plan must complete the Spousal Affidavit. Employees whose spouse is currently enrolled on the health plan and does not meet the new eligibility criteria should not sign the affidavit. If this affidavit is not signed and submitted, spouses will be considered ineligible and will be dropped from the plan.

Spousal Affidavit

I certify that my spouse either 1) does not have access to affordable health care that provides minimum value (as defined by the Affordable Care Act)* through his/her employer, or 2) is employed in a health benefits-eligible position by the UVa Academic Division or Medical Center.

If my spouse does not currently have access to affordable health care that provides minimum value through his/her employer but gains it at a later date, I agree to notify the UVa Benefits Division within 60 days. I further understand that on the 1st day of the month following the date my spouse becomes eligible for affordable health care that provides minimum value, I will no longer be allowed to cover my spouse under the UVa Health Plan unless a mid-year qualifying event changes the ineligibility of my spouse.

I attest that the above information is accurate to the best of my knowledge as of the date that I sign and submit this affidavit. I further attest that I understand that if this information is later found not to be accurate, I may be terminated from the health plan for up to three years and subject to disciplinary action up to and including termination of employment.

Employee Name

Employee Signature

Date

ID Number

* Affordable health care coverage that provides minimum value as defined by the Affordable Care Act means health coverage that is affordable (the employee portion of the Employee Only premium for the employer's lowest-cost coverage does not exceed 9.5 percent of the employee's income) and provides minimum value (plan pays at least 60 percent of the total allowed costs of benefits provided under the plan).

Note: All employers must provide information to their employees in one of their health plan documents, the Summary of Benefits and Coverage, informing them whether their employer-sponsored coverage meets the minimum value standard. In addition, all employers must provide a notice to all employees by October 1, 2013 regarding coverage options available through the Health Insurance Marketplace or Exchange. In this notice, employers may indicate if the employer-based coverage meets the minimum value standard and the cost of the coverage is intended to be affordable, based on employee wages. Consult your spouse's employer if you have questions regarding the affordability and minimum value status of their employer-sponsored coverage.