PEBA Offering Insurance Enrollment for Same-Sex Spouses

Due to decisions of the federal court, the South Carolina Public Employee Benefit Authority (PEBA) is holding an open enrollment period for same-sex marriages from November 18 through December 19, 2014.

- Subscribers who have valid, out-of-state same-sex marriages that predate November 18, 2014, may add their spouse and/or eligible dependent child(ren) to health, dental, vision and dependent life insurance. Coverage is effective November 18, 2014 and premiums will be deducted beginning December 2014.
- A subscriber who enters into a valid, same-sex marriage in South Carolina or another state on or after November 18, 2014, will have 31 days from the date of marriage to add their spouse and/or eligible dependent child(ren) to health, dental, vision and dependent life insurance. Coverage is effective the date of marriage and premiums will be deducted beginning that month.

To enroll a same-sex spouse, an employee must complete a MUSC Notice of Election Form, a new Certification Regarding Tobacco Use form, and submit to the University Benefits Office (Harborview Office Tower, Room 102) along with a copy of one of the following:

- Marriage license
- Page 1 of the couple’s federal tax return with the financial information marked out
- The Common Law Marriage Affidavit.

To enroll a child(ren) of a same-sex spouse, the employee will need to provide a copy of the long-form birth certificate in addition to the forms mentioned above.

Please note that, after December 19, changes in coverage for same-sex spouses and the eligible dependent child(ren) will be allowed only during open enrollment, which occurs every October, or within 31 days of a special eligibility situation, such as a marriage or a loss of other coverage.

For assistance with enrollment, please contact the University Benefits Office at (843) 792-2607 or benefits@musc.edu.

For more information about this policy change, please contact PEBA at 803-734-0678 (Greater Columbia area) or 888-260-9430 (toll-free outside the Columbia area).

About the South Carolina Public Employee Benefit Authority
The South Carolina Public Employee Benefit Authority is the state agency responsible for the administration and management of the state’s employee insurance programs and retirement systems.