

UDM Spousal Coordination Frequently Asked Questions (FAQ)

Q: What is the spousal coordination provision?

A: The spousal coordination (or carve out) provision effective July 1, 2009, requires that if a spouse has access to Medical group insurance coverage through his/her employer, they must enroll in their employers plan as primary coverage in order to be covered under the UDM plan with secondary coverage.

Q: If my spouse elects coverage through his/her employer, can they also be covered under the UDM plan?

A: Yes, however your spouse's employer's plan will be primary, and the UDM plan will be secondary.

Q: What if my spouse's employers plan is more expensive than the UDM plan?

A: If the cost for your spouse to enroll in his or her employers plan is more than \$175 per month (\$2,100 per year), they will not be required to elect that coverage as long as proof is provided. (The \$175 cost is the employee contribution/premium only. Out of pocket deductible & coinsurance expenses are not a factor of the premium cap).

Q: What if my spouse works part-time only?

A: If your spouse's employer does not offer benefits to part-time workers, your spouse can remain on the UDM plan as long as proof is provided (i.e. letter from your spouse's employer). However, if your spouse's employer does offer benefits to part-time workers and it is less than \$175 per month (\$2,100 per year), than your spouse will be required to elect coverage under their employers plan.

Q: What if my spouse is self employed?

A: If your spouse is self employed, they can remain on the UDM plan as long as proof is provided. You will be required to provide tax documentation (i.e. 1040 Tax Return, K-1, Schedule C) to show your spouse is in fact self employed.

Q: What if my spouse is not employed or retired?

A: If your spouse is not employed or retired, they can remain on the UDM plan. Retired spouses that are eligible for medical coverage through their former employer (retiree benefits) are not subject to the provision due to the fact that their spouse is not actively working.

Q: What if my spouse's open enrollment period is at a later date or they state that mid-year elections cannot be made?

A: The Health Insurance Portability and Accountability Act (HIPAA) provides individuals with special open enrollment rights should a loss of coverage occur. Your spouse will lose coverage under UDM July 1st if they do not meet the required criteria; therefore making them eligible for a special open enrollment through their employer. Your spouse's employer may require documentation to add them to the plan which can be obtained by Human Resources.

Q: What if my spouse is eligible for benefits through their employer and Medicare?

A: If your spouse is eligible for benefits through their employer, they would be required to elect their employers plan in order to continue on the UDM plan. Medicare can not be used as “other coverage” to base a comparison on whether or not you meet the \$175 premium cap.

Q: If my spouse elects his/her employer’s plan, but then loses coverage at a later date, can he/she be added back on to the UDM plan?

A: Yes, the loss of a spouse's employment and related benefits is a qualifying life event change that would allow an employee to enroll the spouse and any affected dependents onto the UDM plan within 31 days of the qualifying event.

Q: What if my spouse becomes eligible for coverage through his/her employer at a later date (i.e. changes from part-time to full-time)?

A: Your spouse must elect that coverage once eligible in order to remain eligible for the UDM plan. This will be audited throughout the year.