

***Annual Healthcare Open Enrollment
Spouse/Domestic Partner Surcharge Information
Plan Year February 1, 2019 – January 31, 2020***

The company believes that employees with a spouse or domestic partner who are employed elsewhere should enroll in the healthcare plan provided by their employer. If an employee still chooses to enroll their spouse or domestic partner they will be required to pay a surcharge in addition to the normal premium to be on our healthcare plan. This approach is broadly used by employers in today's marketplace.

When the surcharge will and will not apply:

- The spouse/domestic partner surcharge will apply whenever the spouse/domestic partner has access to healthcare coverage though their employer and either opts out of that coverage, enrolls in that coverage, or enrolls in both plans. The surcharge will apply regardless of the level of benefits offered by the other employer, from basic catastrophic to very rich plans. If the other employer encourages a spouse/domestic partner to opt out of their healthcare plan, Molecular Epidemiology, Inc. will not bear the burden of another employer's savings and the surcharge will apply.
- If the employee's spouse/domestic partner has access to their own employer sponsored benefits but he/she has a different open enrollment period, they may still be able to enroll in that coverage. Many employers allow a mid-year change based on a spouse/domestic partner's open enrollment period falling at a different time, or based on a significant change in cost. The employee and their spouse/domestic partner should inquire with the other employer about their rules.
- If the employee's spouse/domestic partner's employer does not allow a mid-year change to their benefit election, then the spouse/domestic partner surcharge will apply until the time that they are able to enroll in their plan.
- If the spouse/domestic partner is actively employed and does not have access to other group health coverage, the surcharge will not apply. The surcharge also does not apply for Medicare or COBRA coverage.

Action(s) employees will need to take:

- During open enrollment employees will need to sign an affidavit confirming whether their spouse/domestic partner has other coverage available to them. It is the employee's responsibility to provide accurate and up-to-date information. The company does have a right to inquire about a spouse/domestic partner's other insurance. Data privacy involves health information specific to an individual's medical condition or treatment and not whether coverage is offered. Providing false information could result in financial and legal action, up to and including termination of employment.
- If the employee's spouse/domestic partner gets a job during the Plan Year and becomes eligible for benefits, the employee must contact Human Resources within 31 days to either update his/her dependent information to add the surcharge or remove their spouse/domestic partner from their coverage. A new working spouse/domestic partner affidavit must be completed at that time.
- If the employee's spouse/domestic partner loses his/her job and/or benefits, a qualifying life status event would occur that would allow an employee to enroll their spouse/domestic partner and any affected dependents into healthcare coverage through Molecular Epidemiology, Inc. within 31 days of the qualifying event. A new working spouse/domestic partner affidavit must be completed at that time and the surcharge would not apply.

If you have questions regarding the information contained in this document or your open enrollment packet, please feel free to contact Human Resources.