|  |
| --- |
|  |

**Benefits Enrollment for Employees in Same-Sex Marriages**

On October 10, a federal court judge overturned North Carolina’s ban on same-sex marriage. We are pleased to announce that same-sex spouses of employees are now eligible for coverage under the State Health Plan and NCFlex benefits program.

**What This Means to You**

This ruling is considered a qualifying life event. As a result, if you are an eligible employee who was married in North Carolina or another state that recognized same-sex marriage prior to October 13, 2014, you have 30 days (until November 11, 2014) to enroll your same-sex spouse for benefits coverage provided through the University. A marriage certificate will be necessary to verify your spouse as an eligible member. **Coverage for your spouse will be effective November 1, 2014.**

**Things to Consider**

* **2015 Benefits.** You can enroll your same-sex spouse for **2015** benefits until October 31. If you have completed your enrollment already, simply update your elections in the system. A marriage certificate will be necessary to verify your spouse as an eligible member. **Deadline: October 31, 2014.**
* **Beneficiaries.** As you update your benefits, we encourage you to check your beneficiaries for your life insurance and retirement plans to be sure they are current.
* **Getting Married in the Future**. If you get married after October 13, 2014, same-sex marriage will continue to be a qualifying life event. You will have 30 days from the date of the marriage to add your spouse to your coverage. The effective date of coverage will be the 1st of the following month.

|  |  |  |  |
| --- | --- | --- | --- |
| One-Stop EnrollmentLog on to [**https://shp-login.hrintouch.com**](https://shp-login.hrintouch.com) to enroll or make changes to your benefit elections. You can enroll in or update the following benefits:

|  |  |  |
| --- | --- | --- |
| * Health
* Dental
* Vision
 | * Cancer
* Critical Illness
* Core AD&D
 | * Group Term Life
* Voluntary AD&D
* Flexible Spending Accounts
 |

 |