

## Required time-sensitive enrollment action

During annual enrollment, an employee who covers a spouse must sign a Spouse Medical Plan Surcharge Affidavit attesting to the spouse's access to employer medical plan coverage through his/her employer, regardless if he/she enrolled in that coverage. A copy of the form may be found at [pebcinfo.com](http://pebcinfo.com). Please verify submission requirement and deadline with your employer.



### Spouse Medical Plan Surcharge Affidavit

The surcharge will apply for each month an Affidavit was not submitted (even if the surcharge does not apply or if it was submitted late) or if you fail to notify your employer of a change which would have triggered or stopped the surcharge.

**Spouse surcharge (medical plans only)** A Spouse Medical Plan Surcharge Affidavit is required every year.

#### The spouse surcharge *will apply* if:

- 1 Your spouse's employer offers a medical plan and your spouse did not enroll in that plan; and
- 2 You cover your spouse in your employer PPO medical plan or HDP; then
- 3 A \$200 per month spouse surcharge will apply to the cost of covering your spouse on your employer medical plan (deducted from payroll).
- 4 The surcharge will also apply if you fail to turn in the required Spouse Medical Plan Surcharge Affidavit or if you were late turning it in.

#### The spouse surcharge *will not apply* if:

- 1 Your spouse is enrolled in both his/her employer medical plan (proof of enrollment required) and your PPO plan or HDP; or
- 2 Your spouse does not work outside the home and has no access to employer coverage; or
- 3 Your spouse's employer does not offer medical coverage or your spouse is not eligible for that coverage; or
- 4 Your spouse's other coverage is Medicare, Medicaid, TRICARE® or care received at a VA facility; and
- 5 You turned in the required Spouse Medical Plan Surcharge Affidavit on time.
- 6 Your spouse is enrolled in dental and vision coverage.

For purposes of the spouse surcharge, the spouse's employer plan must be an affordable medical plan with minimum essential coverage (MEC) as defined by the Affordable Care Act (ACA).