

Health Plan Spousal Affidavit

Employees' spouses who have access to health benefits that meet affordability and minimum value standards as defined by the Affordable Care Act are not eligible for enrollment in our health plans. If your spouse is employed and eligible for affordable health care from their employer who provides minimum value, they are not eligible to be a dependent on your health coverage.*

To determine if your spouse's coverage meets the affordability standard as defined by the Affordable Care Act, use the following calculator.

<https://hr.virginia.edu/benefits/uva-health-plan/calculator>

If your spouse does not currently have access to affordable health care but gains it at a later date, he/she becomes ineligible to remain on our Plans beyond the end of the month in which other coverage is gained. Drop your spouse within 60 days of the qualified life event by changing your benefit elections in Workday and include the required documentation. Any false statements provided by you relating to spousal health information shall be considered grounds for disciplinary action. The Summary Plan Descriptions contain additional information regarding other possible penalties for insurance fraud.

*If your spouse's employer offers affordable health care that provides minimum value but ALL of his/her employer's health options are HMOs and your spouse lives outside the HMOs' defined service areas, your spouse is eligible to be a dependent in our health plans. Documentation from the spouse's employer is required and can be uploaded as an attachment in the View Summary (electronic signature) page of your benefit event in the Attachments section.

*If you are a UVA employee or UVA Medical Center team member whose spouse also works in a benefits-eligible position at UVA or UVA Medical Center, he/she is eligible to be a dependent on your UVA health coverage. You may not add a health benefits-eligible UPG spouse to your UVA health coverage.

*If you are a UPG team member and your spouse also works in a health benefits-eligible position at UPG, you may enroll them as a dependent on your UPG health insurance. If your spouse has health insurance available to them through their own employment at UVA or UVA Medical Center, you may not enroll them on your UPG health insurance plan.