

YOUNGSTOWN STATE UNIVERSITY
SPOUSAL COORDINATION OF BENEFITS (COB) COVERAGE
EFFECTIVE JANUARY 1, 2012

The objective of Spousal COB Language is to require other employers to be the primary payor of their own employees' health claims. It is not the objective to remove the working spouse/same-sex domestic partner from your plan. The spouse/same-sex domestic partner may remain on your plan and receive secondary coverage through coordination of benefits as applicable.

Frequently Asked Questions

1. What is the Spousal COB rule?

Spouses/Same-Sex Domestic Partners of University employees who are eligible for medical and/or prescription drug insurance coverage from their own employer must enroll in that coverage effective January 1, 2012. University employees must certify whether or not their spouse/same-sex domestic partner is eligible for coverage through their own employer.

2. What happens if my spouse's/same-sex domestic partner's employer's annual open enrollment period doesn't coincide with the January 1, 2012 effective date of this new rule?

The University's spousal COB language states that if your "spouse/same-sex domestic partner is eligible to participate in a group medical and/or prescription drug insurance sponsored by his/her employer, business, or employer's retirement plan, the spouse must enroll for coverage in such group medical.....Any spouse who fails to enroll in any group medical and/or prescription drug insurance coverage sponsored by his/her employer, business, or employer's retirement plan, as required by this Section, shall be ineligible for benefits under such group medical and prescription drug insurance coverage sponsored by YSU."

In compliance with federally mandated HIPAA requirements, your spouse's employer's plan must allow your spouse/same-sex domestic partner to enroll in their plan as of January 1, 2012 since your spouse/same-sex domestic partner will lose coverage through the University if he or she fails to enroll in his or her employer's plan.

3. How will YSU know if my spouse/same-sex domestic partner *has* coverage available through his/her employer?

If you elect family coverage and wish to cover your spouse/same-sex domestic partner, you will be required to complete a questionnaire each year. Your spouse's employer must certify availability of coverage.

If the employee or employee's spouse/same-sex domestic partner submits false information in this Certification, or fails to advise the University, via the Human Resources Office, of a change in the eligibility of the employee's spouse/same-sex domestic partner for group medical and/or prescription drug insurance sponsored by his/her employer, business or employer's retirement plan within 30 days of notification of such eligibility, and such false information or such failure results in the University providing medical and/or prescription drug insurance benefits to the employee's spouse/same-sex domestic partner to which they are not entitled, the employee will be personally

liable to the University for reimbursement of benefits and expenses, including attorneys' fees and costs, incurred by the University. In addition, the employee's spouse/same-sex domestic partner will be terminated immediately from the group medical and/or prescription drug insurance sponsored by YSU.

If the employee submits false information in this context, the employee may be subject to disciplinary action, up to and including termination of employment.

4. Are there any exceptions to the Spousal COB rule?

Yes, your spouse/same-sex domestic partner is exempt if he/she:

- is not employed;
- is not eligible for coverage under his/her employer's plan;
- works less than 25 hours per week AND is required to pay more than 50% of the single premium of funding rate OR \$300 per month, whichever is greater, in order to participate in his/her employer's medical and/or prescription drug plan.
- is employed as a sole proprietor;
- is non-working but eligible for Medicare or Social Security benefits.

5. What if my spouse/same-sex domestic partner is self-employed?

If your spouse/same-sex domestic partner has coverage available through his or her company, he/she must enroll in that plan.

6. Does this language affect my children's coverage?

No. This language does not affect coverage for your eligible children. It applies only to your working spouse/same-sex domestic partner. If both employee and working spouse/same-sex domestic partner elect family coverage and have children, standard coordination of benefit rules will apply.

7. If my spouse/same-sex domestic partner loses his/her job, or another "qualifying event" occurs causing the loss of his/her primary coverage, is there a waiting period before my spouse/same-sex domestic partner is eligible to receive primary coverage from my YSU health care plan?

Coverage under the YSU plan will become primary upon termination of the other coverage.

8. Does this new Spousal COB rule mean that YSU may still provide health care coverage for my spouse/same-sex domestic partner?

Yes. If your working spouse/same-sex domestic partner is enrolled in their employers' medical and/or prescription drug plan, the University will provide your working spouse/same-sex domestic partner with secondary coverage under the University's plan. Your spouse's employer's plan will be responsible for the initial processing and payment of claims in accordance with the spouse's plan. Any unpaid balances may then be submitted to the University's plan for processing under Coordination of Benefits.

9. Does the new Spousal COB rule apply to Dental and Vision coverage?

No.

10. What if my spouse's/same-sex domestic partners' plan is Health Savings Account (HSA) compatible?

To be eligible for a HSA, an individual must be covered by a HSA-qualified High Deductible Health Plan (HDHP) and must not be covered by other health insurance that is not an HDHP. You may refer to the following US Department of the Treasury website for more details:

<http://www.treasury.gov/resource-center/faqs/Taxes/Pages/Health-Savings-Accounts.aspx>

11. Please explain the “rules” of Health Coordination of Benefits (COB).

For a complete explanation of the COB processing rules, please refer to your Certificate of Coverage booklet. Please keep in mind that in order to receive the highest level of benefit coordination, you must use Network providers.

12. Please explain the “rules” for Prescription Drug Coordination of Benefits (COB)?

Coverage will be coordinated at the pharmacy. Your spouse/same-sex domestic partner will be required to show the pharmacy his/her primary carrier ID card and pay the copay for the primary insurance carrier at the time the prescription is filled. If the copay for your secondary coverage is less, you may file a paper claim with the secondary carrier and receive reimbursement for the difference. For example, if the copay for the primary insurance carrier is \$10 for a generic drug and the copay for the secondary insurance carrier is \$5 for a generic drug, then the secondary carrier will reimburse the member \$5.

13. Assume a spouse's/same-sex domestic partner's plan does not cover a procedure, but the YSU plan does; will the services be covered under the YSU plan? If so, how much will be paid?

The claim must first be submitted to the primary insurance carrier. If denied, then the claim and denial (EOB) can be submitted under the secondary YSU plan for processing. The payment will be based on the YSU plan benefits and would be subject to any deductibles, copayments or applicable coinsurance, exclusions or limitations.

14. If my spouse/same-sex domestic partner has secondary coverage under my YSU plan, can he/she continue to take advantage of special wellness or care management programs offered by the YSU plan or insurance carrier?

Yes, your spouse/same-sex domestic partner is still covered by the YSU plan and eligible to participate in any special program offered.

Spouses/Same-Sex Domestic Partners with a Health Savings Account (HSA) are permitted to participate in “wellness” programs, if the wellness programs do not pay significant medical bills. You may refer to the following US Department of the Treasury website for more details:

<http://www.treasury.gov/resource-center/faqs/Taxes/Pages/Health-Savings-Accounts.aspx>

15. If my spouse/same-sex domestic partner is eligible for health/prescription drug coverage through his/her SERS or STRS retirement plan or disability benefit, is he or she required to enroll in that plan?

Yes.

16. If my spouse/same-sex domestic partner is disabled, is he or she still required to enroll in his/her employer's coverage?

Yes. If your spouse/same-sex domestic partner meets the eligibility requirements of his/her employer's plan, he/she is required to enroll in their employer's coverage.

17. Is a retired spouse/same-sex domestic partner who is eligible for coverage under his or her former employer's health/prescription drug insurance coverage sponsored required to enroll in such plan(s)?

Yes.

18. What happens if an employee's spouse/same-sex domestic partner currently on the YSU plan does not return a completed certification form?

If any employee fails to complete and submit the certification form by the required date, such employee's spouse/same-sex domestic partner will be removed effective January 1, 2012 from the group medical and/or prescription drug insurance sponsored by YSU.

19. Whom do I contact if I have questions?

Please contact the Human Resources Office.