

## 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 his/her employer that provides minimum value, he/she is 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. Employer-based coverage is considered affordable if the employee portion of the employee-only premium for the employer's lowest-cost coverage does not exceed 9.78% of the employee's income.

<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 30 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.