



June 30, 2015

Enrollment Opportunities for Same-Sex Spouses

TRS has amended the enrollment eligibility criteria for TRS-Care and TRS-ActiveCare to comply with the U.S. Supreme Court's June 26 opinion in Obergefell v. Hodges regarding the legality of same-sex marriages. The following information addresses the enrollment opportunities in TRS-Care and TRS-ActiveCare for spouses of the same sex. These enrollment opportunities are unique to the issuance of the Obergefell opinion; however, the standard existing special enrollment processes and procedures will remain after August 31, 2015.

TRS-Care

Retirees enrolled in or eligible to enroll in TRS-Care who become legally married to a member of the same sex under the laws of Texas or under the laws of another state will have an opportunity to (i) enroll themselves, their spouse, and their other dependents, and (ii) make a plan change as follows:

- ✓ For legal marriages that have taken place or that take place on or before June 30, 2015, (i) if TRS receives on or before July 31, 2015 an application to enroll and/or add dependents or change plans, then the retiree can choose an effective date of coverage of either July 1, 2015 or August 1, 2015, and (ii) if TRS receives during the month of August 2015 an application to enroll and/or add dependents or change plans, then the effective date of coverage will be September 1, 2015. Contact TRS Health Benefits at 1-888-237-6762 to obtain an application for special enrollment.
- ✓ For legal marriages taking place on or after July 1, 2015, the retiree can enroll and/or add dependents or change plans on or before the later of (i) August 31, 2015 or (ii) the last day of the 31-day period beginning on the date of the marriage. The effective date of coverage will be the first day of the month following the date TRS receives an application to enroll, add dependents, and/or change plans. Contact TRS Health Benefits at 1-888-237-6762 to obtain an application for special enrollment.

TRS-ActiveCare

Employees enrolled in or eligible to enroll in TRS-ActiveCare who become legally married to a member of the same sex under the laws of Texas or under the laws of another state will have an opportunity to (i) enroll themselves, their spouse, and their other dependents, and (ii) make a plan change as follows:

- ✓ For legal marriages that have taken place or that take place on or before June 30, 2015, if your employer receives on or before July 31, 2015 your enrollment request to enroll and/or add dependents or change plans, then the employee can choose an effective date of coverage of either July 1, 2015 or August 1, 2015, and (ii) if your employer receives during the month of August 2015 your enrollment request to enroll and/or add dependents or change plans, then the effective date of coverage will be September 1, 2015.

- ✓ For legal marriages taking place on or after July 1, 2015, the employee can enroll and/or add dependents or change plans on or before the later of (i) August 31, 2015 or (ii) the last day of the 31-day period beginning on the date of the marriage. The effective date of coverage will be the first day of the month following the date your employer receives your enrollment request to enroll, add dependents, and/or change plans.

NOTE TO TRS-ACTIVECARE ENROLLEES: To enroll yourself, your dependents, and/or make plan changes, employees of entities participating in TRS-ActiveCare should contact their employer's Benefits Administrator and follow the procedures established by their employer.

ANNUAL OPEN ENROLLMENT PERIOD FOR TRS-ACTIVECARE: All eligible employees of Participating Entities have an opportunity to enroll in TRS-ActiveCare, add dependents, including their same-sex spouse, and change plan options during the annual open enrollment beginning July 1, 2015 through August 31, 2015.

SPECIAL ENROLLMENT EVENTS IN BOTH TRS-CARE AND TRS-ACTIVECARE: TRS will use existing special enrollment processes and procedures when adding dependents to coverage due to a special enrollment event. All applications to add a dependent or change plans due to a legal marriage must be accompanied with official documentation indicating the actual date of marriage in accordance with existing plan rules for special enrollment events.