

# THE LOCAL CHOICE E-NEWS

## Department of Human Resource Management State and Local Health Benefits Programs

*October 7, 2014*

### **Guidelines on Same-Sex Marriages**

Virginia now legally recognizes same-sex marriages. Employees/participants who become legally married must submit their enrollment request to enroll or add their spouse and other eligible dependents within the time frame permitted by your Flexible Benefit Plan. Eligible employees/participants whose same-sex marriage occurred prior to October 6, 2014, may submit an enrollment form to enroll and/or add their spouse and other eligible dependents within the time frame permitted by your group.

You must promptly notify all eligible employees/participants, including retirees, of this change in the same manner as you would distribute Open Enrollment materials.

Please forward all completed enrollment forms and supporting dependent eligibility documentation to the DHRM Office of Health Benefits for keying.

Send any questions to TLC at the email address below or call 888-642-4414 or (804) 225-3642 in Richmond.

***Please do not reply to this e-mail. You may send inquiries to the Office of Health Benefits mailbox at [tlc@dhrm.virginia.gov](mailto:tlc@dhrm.virginia.gov)***

