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November 1, 2013

[First Name] [Last Name]
[Address Line 1]
[Address Line 2]
[City], [State] [Zip Code]

MyOEBB System Expanded to Allow Same-Sex Spouses

Dear [First Name]:

In response to the recent Supreme Court ruling on the Defense of Marriage Act (DOMA), OEBB has updated the MyOEBB enrollment system to allow same-sex spouses. You are receiving this letter because your benefit record in the MyOEBB system indicates you have a same-sex domestic partner as an eligible dependent.

If you and your same-sex partner were married, or marry, in a state that recognizes same-sex marriage, you can submit a Mid-Year Change Form (available online at www.oregon.gov/oha/OEBB/docs/form/mid-year_change.pdf) requesting to a) change the relationship status of your same-sex Domestic Partner to Spouse or b) add a same-sex Spouse to your coverage. The submission deadline and effective date of the change will vary depending on the date of marriage as follows:

- **If you were married prior to October 1, 2013**, you can submit the change form through December 16, 2013, and the change will be effective October 1, 2013 (the effective date of the federal ruling).
- **If you were married, or marry, on or after October 1 through November 15, 2013**, you can submit the change form through December 16, 2013 and the change will be effective the first of the month following the date of marriage.
- **If you marry November 16, 2013, or later**, you have 31 days from the date of marriage to submit the change form and the change will be effective the first of the month following the date of marriage.

A change of this nature can affect your tax liabilities at the federal and/or state level. OEBB cannot provide interpretations or advice related to an individual's taxes, so we encourage you to consult with a tax/finance professional if you have questions in that regard. If your employer provides EAP services as part of your benefits package, you may have access to financial/legal consultation at no cost, so we encourage you to explore that option, if available.

If you have questions about your benefits or submitting the change form, please call OEBB Member Services at 888-4My-OEBB (888-469-6322) or email oebb.benefits@state.or.us.

Sincerely,



Linda Freeze
OEBB Benefits Manager