

Information about the Working Spouse Surcharge

CenturyLink works to keep the cost of health care coverage as low as possible for all employees. If your spouse/domestic partner has coverage available through his/her employer and doesn't enroll, it shifts the cost to CenturyLink and our employees. If you enroll your spouse/domestic partner in your medical plan coverage with CenturyLink and he/she is eligible for another employer's group medical plan and does not enroll, a \$50 per pay period surcharge will apply. If the following conditions are true, the surcharge applies to you.



- your spouse/domestic partner has a group medical plan available through another employer
- he/she elects not to take that coverage
- he/she is only covered under the CenturyLink medical plan

If your spouse/domestic partner does not have coverage through another employer's group medical plan, or enrolls in another plan and also is enrolled in a CenturyLink plan for secondary coverage, the surcharge **does not** apply to you.

Exception to the Working Spouse Surcharge

If the enrollment period has passed for a spouse/domestic partner who could have enrolled in his or her employer's medical plan and did not, and if his or her employer does not recognize your benefits annual enrollment period as a qualifying event for your spouse/domestic partner to enroll, you may elect to cover your spouse/domestic partner until your spouse/domestic partner has the opportunity to enroll for coverage with his or her employer.

Once your spouse/domestic partner has the opportunity to sign up for his or her employer's coverage, it is your responsibility to notify the CenturyLink Service Center within 45 days of your spouse's/domestic partner's enrollment period to:

- Indicate your spouse/domestic partner has obtained coverage under his/her employer's group medical plan
- Remove your spouse/domestic partner from your CenturyLink medical plan
- Keep your spouse/domestic partner covered under the CenturyLink plan and begin paying the working spouse/domestic partner surcharge

Note: The working spouse/domestic partner surcharge does not apply to dental or vision coverage. If you are married to another CenturyLink employee or retiree and covering them under your medical plan, the working spouse surcharge does not apply.

More Information

More information about the Working Spouse Surcharge is available on the Annual Enrollment website and in the 2012 Annual Enrollment Guide starting November 7.

Note: This information does not apply to legacy Qwest represented (bargaining) employees.

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