



Clarification: Working Spouse Surcharge Confusion During Open Enrollment

May 22, 2025

To all members of the AAUP-UD Bargaining Unit:

We are writing to you again to clarify an issue that arose during the recent benefits open enrollment period—specifically, the \$200 monthly Working Spouse Surcharge.

Open Enrollment began on May 1 with information about a spousal surcharge for secondary healthcare coverage, which we determined was a violation of the Collective Bargaining Agreement. [Contract Maintenance Officer Deni Galileo spoke with HR](#), and they corrected that violation. HR's May 13 update included a link to corrected information, but the incorrect information was still on the working spouse verification form, and this might have resulted in some faculty making an inappropriate spousal coverage selection or being unsure of the selection they made.

Spouses who are eligible today for primary coverage under the State plan remain eligible under UD's plan, and no surcharge applies. Spouses who are eligible today for secondary coverage under the state plan remain eligible under UD's plan, and no surcharge applies.

UD's \$200 monthly (\$100 per paycheck) surcharge for spousal medical coverage only applies to spouses who have access to a specific level of medical insurance through their employer (i.e., primary coverage) and choose not to use that coverage in favor of using UD's medical plan for primary coverage. This is a new benefit that the State does not offer; UD is adding this option with the surcharge to mitigate costs of this benefit. Additional details regarding the program: [Working Spouse Surcharge](#) and FAQs: [Working Spouse Surcharge FAQs](#)

HR is conducting a targeted review of the type of spousal medical coverage that employees selected during the open enrollment period to verify whether or not the surcharge should apply and **expects to send updated benefit confirmations to employees by June 13**. If you then decide that you selected the wrong type of spousal coverage, you will have a chance to make corrections. **The window to make changes will run from June 13 through June 20.**

Additional information will be forthcoming from HR. If you don't receive a confirmation or run into other problems, contact HR immediately at hrhelp@udel.edu or (302) 831-2171.

We appreciate that both HR and the Provost's Office have been very responsive in helping to correct the situation. If you still experience problems with the healthcare transition, please let AAUP-UD know via our [Contact us link](#).

Sincerely,

Persephone Braham, President
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