Appendix A

Domestic Partner Health Eligibility Terminology

Summary

Most schools use the classifying terms Domestic Partner, Same-Sex Domestic Partner, or Civil Union Partners. Some schools choose to use wording to avoid these terms. Instead, they use classifying terms as Sponsored Adult Dependent, Other Eligible Adult, Other Qualified Adult, or Adult Designee.

Some schools don’t offer direct health insurance coverage to domestic partners, but rather they offer some type of program that provides an offsetting of costs for the partner’s health insurance being received from elsewhere through things such as a stipend.

Most schools include the following in order for a Domestic Partner to be eligible:

Must share a primary residence and not be a renter or tenant to one another;
Must be at least 18 years old (some states say majority so might be different by a year);
Must not be related in anyway;
Must not be in any other kinds of relationships;
Must be in a committed relationship in which they plan to indefinitely be together; and
Must be financially dependent upon one another.

Some schools include the following required for eligibility:

Joint ownership of real property, an automobile, or bank accounts;
A will, retirement plan, or life insurance policy designating the other as primary beneficiary;
A rental agreement showing both parties; and
Some schools require that both partners must have been together for a specified amount of time (usually 6 or 12 months) before filing for eligibility.

Most schools offer health coverage for Domestic Partner’s children as well (up to age 26).
Sponsored Adult Dependent – A benefit eligible UA employee may choose to add one Sponsored Adult Dependent for benefit coverage if the Sponsored Adult Dependent meets all of the following criteria:

- Shares a primary residence with the covered UA employee, other than as a tenant/renter, and has lived with the UA employee for at least the 12 continuous months immediately prior to the effective date of coverage under the benefit plan
- Is at least age 19 (current age of majority in the State of Alabama)
- Is not a relative of the employee. Definition of relatives: Parents, children, husbands, wives, brothers, sisters, brothers-in-law and sisters-in-law, mothers- and fathers-in-law, uncles, aunts, cousins, nieces, great nieces, nephews, great nephews, grandmothers, grandfathers, great grandmothers, great grandfathers, sons-in-law and daughters-in-law and half- or step-relatives of the same relationships.
- Is not employed by the UA employee and was not employed by the employee during the period of the shared residence
- Neither the Sponsored Adult Dependent nor the UA employee is married and neither was married during the period of the shared residence.
University of Florida

GatorCare Health Insurance for Domestic Partners

We are pleased to introduce GatorCare, a new health insurance plan created with your health and wellness needs in mind. Designed to promote improved health care access, quality of care and employee health, GatorCare is a consolidated group health insurance plan available to UF benefits eligible employees who select domestic partner benefits.

**Supporting Documentation**

Affidavit of Domestic Partnership, which can be obtained through the UF Benefits Office by calling Julie Neubig in the Benefits Office at 352-273-1739 or Julie-neubig@ufl.edu.

Presentation of two of the following:

- joint ownership of real property;
- common ownership of an automobile;
- joint bank accounts;
- a will, retirement plan, or life insurance policy designating the other as primary beneficiary;
- a rental agreement showing both parties;
- driver’s licenses showing the same address for both parties; or
- IRS tax returns showing the same address for both parties
- durable property or healthcare power of attorney granted by either party to the other

If a dependent child(ren) is also included in the employee’s plan, the birth certificate for the child(ren) will also need to be provided.

Please visit the GatorCare website for additional plan information.
Sponsored Adult Dependent Eligibility

- Shares primary residence with covered UK employee, and has lived with UK employee at least twelve months prior to effective date of coverage
- Is at least the age of majority
- Is not a relative. Definition of relatives: Parents, children, husbands, wives, brothers, sisters, brothers- and sisters-in law, mothers- and fathers-in law, uncles, aunts, cousins, nieces, great nieces, nephews, great nephews, grandmothers, grandfathers, great grandmothers, great grandfathers, sons- and daughters-in law and half- or step-relatives of the same relationships. Note: Children for whom the employee has legal guardianship continue to be eligible for the current Medical Benefits Plan.
- Is not employed by the UK employee
- Is not eligible for Medicare
Vanderbilt University

Same-Sex Domestic Partner

Vanderbilt offers the same benefits (health, dental, vision, tuition reimbursement) access to same-sex domestic partners as it does to opposite-sex spouses of employees. The benefits extended to children of employees are also the same (health, dental, vision, dependent tuition). In the event of a serious medical condition with a same-sex domestic partner or the partner’s child, Vanderbilt has chosen to extend the same protections provided by the Family and Medical Leave Act.

Eligibility

To enroll your same-sex domestic partner for benefits, he or she must meet these eligibility rules:

- My partner and I are the same gender.
- My partner and I are not blood relatives.
- My partner and I are at least 21 years of age.
- My partner and I are single, not legally married to anyone else.
- My partner and I reside in a common household and share responsibility for the household.
- If my partner has a dependent child(ren) who I plan to add to my health or dental coverage, that child(ren) meets the Internal Revenue Service definition of a dependent.
- I understand there will be tax liabilities on the benefits in which I enroll my partner (more information regarding taxes shall be provided upon request).

Note that Vanderbilt conducts random dependent audits on all employees. If you are selected for an audit, you will need to verify your dependents’ eligibility.
PEER INSTITUTIONS (NON-SEC)

Indiana University

Eligibility Requirements for Domestic Partners

The definition of a domestic partner is an individual who is registered by the employee with an affidavit attesting that the domestic partner:

- is the same sex as the employee; and
- is at least 18 years of age and competent to enter into a contract; and
- is not legally married to another individual or the domestic partner of another individual; and
- is not related to the employee by blood closer than would bar marriage in the state of Indiana; and
- lives together as a couple with the employee in a shared residence and intend to live together indefinitely; and
- has submitted documentation, as may be required by the university*, to verify the interdependent relationship with the employee, including an affidavit that the relationship is an exclusive mutual commitment that is the functional equivalent of a marriage; that is, the domestic partner and the employee:
  - are jointly responsible for each other for the necessities of life, including each other's financial obligations; and
  - intend to remain in the relationship indefinitely; and
  - would enter into a legal marriage if the opportunity were available in the United States; and
  - have agreed that in the event of dissolution of the domestic partnership, there will be a negotiation of the division of property similar to that required of a married couple in the event of a divorce.

* Required documentation, in addition to the affidavit: in lieu of a marriage certificate recognized by the state of Indiana that the university requires to cover an employee's spouse, one of the following forms of supporting documentation is required to verify the employee and domestic partner's interdependent financial relationship:

a. A valid marriage certificate, civil union registration, or domestic partnership registration issued by a state or foreign nation that has legalized same-sex marriage, same-sex civil unions, or domestic partnerships; or

b. Joint ownership of residence (home, condo, mobile home); or
c. One of the following: a lease for a residence identifying both partners as tenants; joint ownership of a motor vehicle; joint credit account; joint checking account; or other evidence of joint ownership of a major asset or joint liability of debt.

**Health Plan Eligibility Criteria for Children**

Children (biological, adopted, or qualified legal wards) of a qualified same-sex Domestic Partner are eligible if they meet the same eligibility requirements as children of the employee or employee's spouse with regard to age and/or disabled child eligibility.
Rutgers, The State University of New Jersey

Eligibility for Dependents

- Legal spouse
- Same-sex domestic partner or civil union partner
- Eligible children under age 26 (including stepchildren, foster children, adopted children or children an employee is legally required to support)
University of Connecticut

Who’s Eligible

It’s important to understand who you can cover under the plan. It’s critical that the State is providing coverage only for those who are eligible under the rules of the plan.

Eligible dependents are:

- Your legally married spouse or civil union partner
- Your children, including stepchildren, adopted children or children placed with you for adoption, up to age 26 for medical and age 19 for dental
- Minor children for whom you are legal guardian up to age 18.

Disabled children may be covered beyond age 26, with proper documentation from the medical insurance carrier.

Documentation of an eligible relationship is required when you enroll a family member. It is your responsibility to notify Benefits when any dependent is no longer eligible for coverage.

Required Documentation

<table>
<thead>
<tr>
<th>Relationship</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse</td>
<td>Marriage Certificate or Connecticut-issued Civil Union Certificate</td>
</tr>
<tr>
<td>Party to a Civil Union</td>
<td>Civil Union Certificate (issued by a state other than Connecticut)</td>
</tr>
<tr>
<td>Dependent Child Under Age 26, Employee is:</td>
<td></td>
</tr>
<tr>
<td>- Birth Parent</td>
<td>Birth Certificate (that identifies parents)</td>
</tr>
<tr>
<td>- Legal Guardian</td>
<td>Documentation of Legal Guardianship</td>
</tr>
<tr>
<td>- Adoptive parent</td>
<td>Adoption Decree or Birth Certificate (that identifies parents)</td>
</tr>
<tr>
<td>- Step Parent</td>
<td>Birth Certificate (that identifies parents) and Marriage Certificate</td>
</tr>
<tr>
<td>Disabled Child Over Age 26</td>
<td>Requires documentation noted above (if not already on file) and completion of the insurance carrier’s medical verification form</td>
</tr>
</tbody>
</table>
University of Maryland

Eligibility

Same Sex Domestic Partner

In order to be eligible for health benefits, an employee/retiree and the employee’s/retiree’s domestic partner must:

- Be of the same gender;
- Be at least 18 years old
- Not related to each other by blood or marriage within four degrees of consanguinity under civil law rule
- Not married, in a civil union or in a domestic partnership with another individual
- In a committed relationship for at least 12 consecutive months in which each individual contributes to some extent to the other individual’s maintenance and support with the intention of remaining in the relationship indefinitely
- Financial interdependence
- Share a common primary residence.

Same Sex Spouse

Any individual lawfully married to an employee or retired employee as recognized by the laws of the State of Maryland or in a jurisdiction where such marriage is legal are eligible for benefits.
University of North Carolina

Dependent Eligibility

In benefit programs that provide coverage for your dependents, the rules are as follows:

· Dependent children are eligible for coverage up to age 26 as long as they’re not eligible for their own or their spouse’s employer sponsored health coverage or enlisted in the military.

· Domestic partner coverage is available for three programs provided by the University: AD&D Insurance (Reliance Standard), Group Term Life (MetLife) and Dental Insurance (United Concordia Dental).

· Spouse is eligible for coverage under all benefit programs that provide dependent coverage.

Domestic Partnership Requirements

We certify that:

1.) we have an exclusive mutual commitment to share responsibility for each other’s welfare and financial obligations which has existed for at least 12 months prior to the enrollment in the plans listed in Section 1 and which commitment is expected to last indefinitely;

2.) we have lived together in the same residence for at least the last 12 months prior to the enrollment of the plans listed in Section 1;

3.) we are each 18 years of age or older;

4.) neither of us is married;

5.) we are not related by blood;

6.) neither of us has had another domestic partner within 12 months prior to the enrollment in the plan listed in Section 1.

We also certify that two or more of the following exist as evidence of joint responsibility for basic financial obligations (Please check those items that apply):

□ joint mortgage or lease

□ designation of Domestic Partner as durable power of attorney or health care proxy

□ joint wills or designation of Domestic Partner as executor and/or primary Beneficiary

□ joint bank account, joint credit cards or other evidence of joint financial responsibility

□ designation of the Domestic Partner as beneficiary for life insurance or retirement benefits

□ other evidence that establishes economic interdependence (please specify in Section 4)
FLAGSHIP SCHOOLS
Iowa State University

DOMESTIC RELATIONSHIP

For Purposes of Qualifying for ISU Plan Benefits at Iowa State University

(Faculty, Professional & Scientific and Supervisory Merit Employees Only)

Employee with a completed Declaration of Domestic Relationship form is eligible to enroll their eligible married spouse (opposite or same sex) or domestic partner as well as eligible dependents in the ISU health and dental insurance plans and dependent life insurance.

Qualifications:

Married (opposite or same sex) – a signature on the ISU Declaration of Relationship document as acknowledgment of person who are married as provided by the law of the jurisdiction where the relationship of spouse is formed, whether by the issuance of a marriage license or by common law.

Domestic Partners (opposite or same sex) – a signature on the ISU Declaration of Relationship as acknowledgment of persons of the same or opposite sex who have a committed relationship solely to one another exhibiting the following qualities:

    Partners intend to continue the relationship indefinitely;

    Neither partner is married nor a domestic partner to another person;

    The partners are above the age of 18 and are not related in a way that would otherwise bar marriage;

    The partners agree to support one another and share significant resources for the benefit of their union.
Ohio State University

Dependent Eligibility Guidelines

Same-Sex Domestic Partner (SSDP)

The same-sex domestic partner of a covered employee who meets all of the following criteria:

1. shares a permanent residence with the employee (unless residing in different cities, states or countries on a temporary basis);

2. is the sole same-sex domestic partner of the employee, has been in a relationship with the employee for at least six (6) months, and intends to remain in the relationship indefinitely;

3. is of the same sex as the employee and is not currently married to or legally separated from another person under either statutory or common law;

4. shares responsibility with the employee for each other’s common welfare;

5. is at least eighteen (18) years of age and mentally competent to consent to contract;

6. is not related to the employee by blood to a degree of closeness that would prohibit marriage in the state in which they legally reside; and

7. is financially interdependent with the employee in accordance with the plan requirements outlined by Ohio State. Financial interdependency may be demonstrated by the existence of three (3) of the following:

   - joint ownership of real estate property or joint tenancy on a residential lease
   - joint ownership of an automobile
   - joint bank or credit account
   - joint liabilities (e.g. credit cards or loans)
   - a will designating the same-sex domestic partner as primary beneficiary
   - a retirement plan or life insurance policy beneficiary designation form designating the same-sex domestic partner as primary beneficiary
   - a durable power of attorney signed to the effect that the employee and the same-sex domestic partner have granted powers to one another

Sponsored Dependent

A sponsored dependent of a covered employee who meets all of the following criteria:

1. resides at the employee’s same principal place of abode and is a member of the employee’s household for the entire tax year during which sponsored dependent coverage is provided;

2. shares a relationship with the employee as defined by one of the following:
- parent, step-parent, parent-in-law, or person who stood in loco parentis to the employee as a child
- grandparent or grandparent of the employee’s spouse
- sibling or sibling-in-law
- aunt or uncle
- niece or nephew
- son- or daughter-in-law
- grandchild or spouse of the employee’s grandchild
- biological, adopted, step or foster child who is not otherwise eligible for coverage under the terms of the university’s group health plans
- opposite-sex domestic partner who is unmarried, and with whom the employee is not related by blood to a degree of closeness which would prohibit marriage in the state in which they legally reside, and with whom the employee has been in a relationship for at least six (6) months and intends to remain so indefinitely;
- my enrolled opposite sex-domestic partner’s dependent child.

3. is dependent upon the employee for more than 50% of his or her support, I can provide documentation of such support to the Office of Human Resources or to the university’s third party administrator for claims administration, if requested, to verify the dependent status of this individual.

Support includes:

- housing/shelter;
- cost for his or her clothing, food, education, recreation, and transportation expenses;
- cost for his or her medical, dental, and/or vision care; and
- cost for a proportionate share of other expenses necessary to support the sponsored dependent within the employee’s household (such as food and utilities), but which cannot be directly attributed to that individual; and

4. is enrolled in Medicare if he or she is eligible for such coverage. The university’s health plan will be a secondary payor to Medicare.

5. The individual is the employee’s dependent under Section 152 of the Internal Revenue Code of 1986, as amended
Oregon State University

Domestic Partners and Their Dependents

You may cover a domestic partner and dependents who meet certain requirements. Adding a domestic partner who is not a tax dependent will increase your tax withholding, and you will take home less pay.

PEBB provides benefits to domestic partners that are comparable to those offered to married spouses, where legally possible. You may enroll your domestic partner in all benefit coverage available to a spouse either within 30 days of a Qualified Status Change or during the open enrollment period. A domestic partner’s children are also eligible for enrollment.

The member and the domestic partner are eligible if they have

- Registered a certificate of their domestic partnership under Oregon law; or
- Signed and submitted to the member’s agency a notarized Affidavit of Domestic Partnership declaring that both meet all the following criteria:
  - Are both at least 18 years of age;
  - Are responsible for each other's welfare and are each other’s sole domestic partners;
  - Are not married to anyone;
  - Share a close personal relationship and are not related by blood closer than would bar marriage in the State of Oregon;
  - Currently share the same regular permanent residence; and
  - Are jointly financially responsible for basic living expenses defined as the cost of food, shelter and any other expenses of maintaining a household. Financial information must be provided if requested.

NOTE: An employee who has a registered certificate of domestic partnership must submit only the appropriate PEBB update forms to the agency either within 30 days of meeting the qualifications or during the open enrollment period to add coverage for a domestic partner. An employee who establishes the partnership through an Affidavit of Domestic Partnership must submit both the affidavit and appropriate PEBB forms to the agency either within 30 days of meeting the qualifications or during the open enrollment period.

Affidavit of Domestic Partnership Process

Eligible employees must submit an enrollment or midyear change form and a notarized affidavit to enroll domestic partners and children within the allowable time for the enrollment type. Agencies will not process a domestic partner or a partner’s children enrollment until the enrollment documentation submission is complete. If requested, the member and domestic partner must be able to provide at least three forms of verification of their joint responsibility, with information dated to confirm eligibility at the time of enrollment.
Children of Domestic Partners

Children of eligible domestic partners may be covered by the member’s plans, whether or not the enrollment includes the domestic partner.

☐ An employee who has registered a domestic partnership must submit only the appropriate PEBB forms to the agency to add coverage for a domestic partner’s children either within 30 days of meeting the qualifications or during the open enrollment period.

☐ If the employee does not have a registered certificate of domestic partnership, the employee must submit the completed, notarized Affidavit of Domestic Partnership to the agency with the paper enrollment or midyear change form.
Pennsylvania State University

For same-sex domestic partners, there is a requirement for completion of the University’s Affirmation of Domestic Partnership (which we will already have on record and will supply to Aon Hewitt on behalf of the employee) and proof of joint ownership, financial interdependency, or cohabitation, which can be provided in a number of ways as listed below. Aon Hewitt will accept any of these separately going to the same address within a time period of the last 6 months:

Mortgage Statement, Bank Statement/Bank Letter, Active Lease Agreement, Any Credit Card Statement, Property Tax, Mortgage Interest, Warranty Deed, and Auto Loan Statement

This same proof of financial interdependency and cohabitation can also be used for verifying legal spouses, if preferred, over joint ownership.
State University of New York

Who Can Be Covered As a Domestic Partner

As a NYSHIP enrollee, you may provide coverage as dependent to your same-or opposite-sex partner if the following requirements are satisfied:

Each person is 18 years of age or older;

Neither person is married;

Neither person has had another Domestic Partner within one year prior to the date of application for Domestic Partner coverage under NYSHIP;

You are not related by blood in a manner that would bar their marriage in the jurisdiction in which you reside;

You have shared the same residence for at least six months immediately prior to the date of application for Domestic Partner coverage under NYSHIP;

You have had an exclusive mutual commitment to share the responsibility for each other’s welfare and financial obligations for at least six months immediately prior to the date of application for Domestic Partner coverage under NYSHIP, and that commitment is expected to last indefinitely.

In addition to providing proof of your Domestic Partner’s eligibility for coverage at the time of application, you are required to maintain the ability to provide proof of eligibility for as long as you wish to continue to cover your Domestic Partner as your dependent in NYSHIP. You may also be required to periodically provide documentation of proof of your partner’s eligibility.

Only individuals in a committed relationship who can document their joint residence and joint financial responsibilities will be considered for enrollment. Persons who live together for only economic reasons will not be considered to be Domestic Partners for the purposes of NYSHIP enrollment.

Coverage for Children of Domestic Partners

You may provide dependent coverage for your enrolled Domestic Partner’s children. However, your Domestic Partner’s children will lose eligibility if your Domestic Partnership ends or if you cease to be able to provide proof of eligibility for your Domestic Partner, unless you can document each child’s eligibility as an “Other Child.” (See your NYSHIP General Information Book for information about eligibility for “Other Children”). Note: Requirements for coverage of your partner’s children under union-sponsored Employee Benefit Funds may differ from NYSHIP requirements.
University of Arizona

Qualified Domestic Partner Affidavit

SECTION I:

I, ___________________________ certify that ______________________________ and I are
Name of employee or retiree (print) Name of domestic partner (print)
domestic partners and have been domestic partners since
___________________________________ and each of us:
Date of partnership mo/day/yr

A. shares a permanent residence, and have resided with one another continuously for at least 12 consecutive months before filing an application for benefits and are expected to continue to reside with one another indefinitely as evidenced by this affidavit; AND

B. has not signed a declaration or affidavit of domestic partnership with any other person and have not had another domestic partner within the 12 months prior to filing an application for benefits; AND

C. does not have any other domestic partner or spouse of the same or opposite sex; AND

D. is not currently married to anyone or legally separated from anyone else; AND

E. is not a blood relative any closer than would prohibit marriage between us in Arizona; AND

F. was mentally competent to consent to contract when the partnership began; AND

G. is not acting under fraud or duress in accepting benefits; AND

H. is at least 18 years of age; AND

I. is financially interdependent in at least three of the following ways (supporting documents are required to be submitted):

   a. having a joint mortgage, joint property tax identification, or joint tenancy on a residential lease;

   b. holding one or more credit or bank accounts jointly, such as a checking account in both names;

   c. assuming joint liabilities;

   d. having joint ownership of significant property, such as real estate, a vehicle, or a boat;

   e. naming the partner as beneficiary on the employee's life insurance, under the employee's will, or employee's retirement annuities and being named by the partner as beneficiary of the partner's life insurance, under the partner's will, or the partner's retirement annuities;
f. each agreeing in writing to assume financial responsibility for the welfare of the other, such as durable power of attorney;

g. other proof of financial interdependence as approved by the Director
University of Alaska

To be eligible for coverage as a dependent under this program, the family member must fit one of the following descriptions:

• The lawful spouse of the employee, unless legally separated

Please note: Provided all requirements are met as specified by the University of Alaska, wherever “spouse” is stated in the health care plan, a financially interdependent partner would also be included.
University of California

Domestic Partner (same-sex/opposite sex)

For opposite-sex domestic partners, either the employee or the domestic partner must be age 62 or older and eligible to receive Social Security benefits based on age or supplemental security income for aged individuals;

Registered with the State of California or a substantially equivalent same-sex partnership established in another jurisdiction. A domestic partnership that has not been registered with the State of California must meet the following criteria to be a domestic partnership for UC Human Resources purposes:

- Parties must be each other’s sole domestic partner in a long-term, committed relationship and must intend to remain so indefinitely
- Neither party may be legally married or be a partner in another domestic partnership
- Parties must not be related to each other by blood to a degree that would prohibit legal marriage in the State of California
- Both parties must be at least 18 years old and capable of consenting to the relationship
- Both parties must be financially interdependent
- Parties must share a common residence

Eligibility: Age 18 or older
University of Colorado

DEPENDENT TYPE

Civil Union Partnership

DEFINITION

Civil union is a relationship established by two eligible persons pursuant to article C.R.S. 14-15-103(1). Available to both same gender and opposite gender couples.

REQUIRED DOCUMENT(S)

☐ A copy of the Civil Union Certificate received from the County Clerk and Recorder or a record of the Civil Union received from the State Registrar as presumptive evidence of Civil Union. AND one of the following to show current joint tenancy (document must be dated within the last 60 days):

☐ Proof of joint ownership of residence or other real estate

☐ Proof you are both listed on a lease or share the rent of a home or other property

☐ Joint ownership of a motor vehicle

☐ Designation of the civil union partner as a primary beneficiary of the participant’s life insurance, or retirement benefits Utility bill (both names listed on bill) or 2 separate utility bills, one listing the participant and one listing the spouse or same gender domestic partner.

DEPENDENT TYPE

Same Gender Domestic Partner (SGDP)

DEFINITION

Must be of the same gender as the participant:

☐ Engaged in an exclusive committed relationship with the participant for mutual support and benefit to the same extent as married individuals;

☐ Share a residence with the participant currently and have done so for more than one year;

☐ Jointly responsible with the participant for basic living expenses;

☐ Not be married to any other person (nor can the participant be married to any other person);

Not related to the participant by blood to a degree of closeness that would prohibit marriage were the participant of the opposite sex.
REQUIRED DOCUMENT(S)

The following document:

- CU Affidavit of Same Gender Domestic Partnership

AND one of the following documents:

- Certificate of Committed Partnership issued through City and County of Denver
- Certificate of Domestic Partnership issued through City of Boulder

AND one of the following to show current joint tenancy (document must be dated within the last 60 days):

- Proof of joint ownership of residence or other real estate
- Proof that participant and same gender domestic partner are both listed on a lease or share the rent of a home or other property
- Joint ownership of a motor vehicle
- Designation of the same gender domestic partner as a primary beneficiary of the participant’s life insurance, or retirement benefits Utility bill listing both participant and same gender domestic partner (or 2 separate utility bills, one listing the participant and one listing the same gender domestic partner)
University of Delaware

Senate Bill 30 was signed into law and becomes effective January 1, 2012. As of that date, individuals who enter into a lawful same-sex civil union in Delaware, or whose same-sex marriage is a recognized civil union under Delaware law, will have the same rights, benefits, protections and responsibilities as married persons under Delaware law.

Accordingly, University of Delaware employees entering into a civil union in Delaware on or after January 1, 2012, who wish to add their civil union spouse and/or their civil union spouse's children onto their health and prescription drug plan must notify the University Office of Human Resources no later than 30 days after their Delaware civil union.

Employees who have entered into a civil union or same-sex marriage in another jurisdiction prior to January 1, 2012, have until January 31, 2012 to add their civil union spouse and/or their civil union spouse's children onto their University health and prescription drug plan.
University of Hawaii

Special Eligibility Requirements for Domestic and Civil Union Partners

Domestic Partner: Person in a spouse-like relationship with an employee-beneficiary who meets the following requirements:

1. Intend to remain in a domestic partnership with each other indefinitely.
2. Have a common residence and intend to reside together indefinitely.
3. Jointly and severally responsible for each other’s basic living expenses incurred in the domestic partnership such as food, shelter and medical care.
4. Neither are married or a member of another domestic partnership.
5. Not related by blood in a way that would prevent them from being married to each other in the State of Hawaii.
6. Both at least 18 years of age and mentally competent to contract.
7. Consent to the domestic partnership has not been obtained by force, duress or fraud.
8. Both sign and file a notarized declaration of domestic partnership (affidavit) with the EUTF.

Civil Union Partner: A person who has entered into a civil union under the rules established by the State of Hawaii Department of Health. You may also enroll a civil union partner’s children as dependents so long as the children meet the EUTF eligibility requirements applicable to the enrollment of dependent children.
University of Idaho

Other Eligible Adult

You may now enroll a qualified Other Eligible Adult for medical benefits effective January 1, 2013. For the purposes of the Plan, a "qualified other eligible adult" is defined as someone who is:

1. Age 18 or older and mentally competent to consent and
2. Not legally married to anyone, and
3. Residing in the employee's household for the previous six continuous months, and
4. Financially interdependent with the employee (for example, have joint checking account or joint utility bills,) which can be demonstrated upon request by providing proof of existence of at least two of the following:
   - A joint mortgage or lease or other evidence of common residence such as joint utility bills
   - Durable property or health care power of attorney
   - Joint checking account/credit account
   - Designation of each other as the primary beneficiary in a will, life insurance policy, or retirement plan
University of Illinois

Type of Dependent

Civil Union Partner (same-sex and opposite-sex)

Supporting Documentation Required

Civil Union Partnership Certificate and, if the partner is an IRS dependent, a joint tax return is required.
University of Maine

I, _________________________________ and _______________________________ certify that we have been in a relationship for ________________ (_____) years and intend to remain so indefinitely, neither one of us is married to anyone else, we are both at least eighteen (18) years of age, we are not related by blood to a degree that would prohibit marriage in the State of Maine, and that we are jointly responsible for each other’s common welfare, share significant financial obligations, and share our primary residence.
BENEFITS ELIGIBILITY - OTHER QUALIFIED ADULTS (OQA)

If you do not already cover a spouse in your U-M benefits plans you may enroll one Other Qualified Adult (OQA) for benefit coverage if all of the following eligibility criteria are met:

- You are eligible for U-M benefits; and
- The OQA, at the time of your requested enrollment, shares a primary residence with you and has done so for the previous 6 continuous months, other than as your employee or tenant.
University of Minnesota

Eligibility of Spouse/Registered Same-sex Domestic Partner

If both you and your spouse/registered same-sex domestic partner work for the University of Minnesota, then either of you has the option of adding the other as a dependent to his/her family coverage. The spouse/registered same-sex domestic partner added to the family coverage must waive employee coverage.

However, if your spouse or registered same-sex domestic partner works full-time for an employer and receives cash or credits (1) in place of medical coverage, or (2) in exchange for a medical coverage with a deductible of $750 or greater, then he/she is not considered to be an eligible dependent under the Plan.

Same-sex domestic partner registration criteria:

1. Engaged in a committed relationship and intend to remain together indefinitely;
2. Are the same-sex and for this reason are unable to marry each other under Minnesota law;
3. Are at least 18 years of age and have the capacity to enter into a contract;
4. Are jointly responsible to each other for the necessities of life; and
5. Are not related by blood closer than permitted under Minnesota marriage laws.
University of Nebraska

Employee Plus One Benefits Eligibility

Requirements to Qualify as an Adult Designee

University benefits eligibility is extended to an Adult Designee of the same or opposite gender who meets all the following criteria:

- Has resided in the same residence as the employee for at least the past consecutive 12 months and intends to remain so indefinitely;
- Is at least 19 years old;
- Is directly dependent upon, or interdependent with, the employee, sharing a common financial obligation that can be documented in a manner prescribed by the university; and
- Is not currently married to or legally separated from another individual under either statutory or common law.

An employee cannot have both a spouse and an Adult Designee.
University of Nevada – Las Vegas

Eligibility
When you enroll in a university health plan, you also can elect coverage for your family or dependents. Dependents include:

- **Spouse** - The employee's lawful spouse as determined by the laws of the state where the covered employee resides.

- **Domestic Partner** - The employee's domestic partner who is registered with the Nevada Secretary of State and their eligible dependents.

- **Children/Stepchildren** - Dependent children who are 26 years of age or younger regardless of full time student status. The includes; stepchildren, domestic partner's children, legally adopted children, or children whom you have legal guardianship under a court order and who live with you.
University of New Hampshire

A benefits-eligible USNH employee may apply for a hardship exception to the benefit eligibility requirement that requires them to be in a legally-recognized marriage or civil union in order to obtain health (medical and/or dental) benefits for their domestic partner and their eligible dependents.

In order to file for a hardship exception one or more of the following circumstances must exist:
(1) The USNH employee is a legal resident in a jurisdiction that does not allow their marriage or civil union; (2) Marriage or civil union would result in the USNH employee or their domestic partner losing a cognizable right or privilege that would not be lost but for the sexual orientation of the partners to the marriage or civil union (e.g. eligibility for military service); or (3) circumstances exist that constitute an undue hardship.

In addition, in order for the domestic partner and any dependent(s) to qualify for the hardship exception the following criteria must be met:

- The partners are at least 18 years of age and are mentally competent to consent to contract;
- They are each other’s sole domestic partner, responsible for each other’s common welfare and financial obligations;
- Neither party is married, the domestic partner must not qualify for coverage as a common law spouse, nor are the partners related by blood to a degree that would prohibit marriage in the State of New Hampshire, and does not violate New Hampshire law;
- The partnership must have been in existence for the past six (6) consecutive months prior to applying for a Hardship Exception for Domestic Partner Health Plan Coverage and filing the Affidavit of Domestic Partnership.

Also, two (2) of the following conditions must exist for the domestic partner (the faculty/staff member may be asked to produce confirming documentation):

1. The domestic partner has a common or joint ownership of a residence (home, condo, mobile home).

2. The domestic partner has at least two of the following arrangements:
   - Joint ownership of a motor vehicle
   - Joint bank account(s)
   - Joint credit card account
   - A lease for a residence identifying both domestic partners as tenants

3. The domestic partner has been designated as:
   - A beneficiary of the faculty/staff member’s USNH life insurance coverage or
   - Has been designated as a beneficiary for the death benefit payable from the USNH faculty/staff member’s retirement annuity contract or
The USNH faculty/staff member declares that the domestic partner is identified as a primary beneficiary in his/her will/trust.

4. The domestic partner has executed a “relationship contract” which obligates each of the parties to provide support for the other party and provides, in the event of termination of the domestic partnership, for a substantially equal division of any property acquired during the relationship.

Who is eligible for coverage?

If you are eligible for and enrolled in health (medical and/or dental) benefits at USNH, you can cover your Domestic Partner only with an approved hardship exception or a one-time new hire option for medical coverage for 60 days (subject to eligibility requirements) for those same-sex partners who move to New Hampshire from a state which does not have civil union or civil marriage option. After 60 days, to continue coverage the partners must be in a marriage or civil union or have an approved hardship exception. You and your domestic partner must meet the following criteria to be eligible to apply for a hardship exception:

- The partners must have been each other’s sole partner for at least six (6) months and plan to remain so indefinitely;
- Neither partner is legally married, or related by blood to a degree that would prohibit marriage, or violate New Hampshire law.
- The partners are each at least eighteen (18) years of age and are mentally competent to consent to contract;
- The partners are responsible for each other’s common welfare and financial obligations.

And

For a hardship exception to be granted one or more of the following circumstances must exist:

- The USNH employee is a legal resident in a jurisdiction that does not allow their marriage or civil union.
- Marriage or civil union would result in the USNH employee or their domestic partner losing a cognizable right or privilege that would not be lost but for the sexual orientation of the partners to the marriage or civil union.
- Circumstances exist that constitute an undue hardship.
2. Domestic Partners

The University defines domestic partners as two (2) individuals who live together in a long-term relationship of indefinite duration. There must be an exclusive mutual commitment similar to that of marriage, in which the partners agree to be financially responsible for each other's welfare and share financial obligations.

2.1. Legally Recognized Same-Sex Marriage

Individuals may qualify for and be recognized as domestic partners by The University of New Mexico by presenting to the Human Resources Service Center a valid marriage license from a jurisdiction in which same-sex marriage is legally recognized.

2.2. Alternative Qualifying Criteria

Individuals may also qualify for and be recognized as domestic partners by The University of New Mexico, if both individuals meet all of the following criteria, sign an Affidavit of Domestic Partnership form (found on HR's website forms page), and submit any necessary documentation to the Human Resources Service Center.

2.2.1. Both domestic partners must be unmarried.

2.2.2. Domestic partners must have been in a mutually exclusive relationship for the last twelve (12) months, intending to do so indefinitely, and must share the same primary residence.

2.2.3. Domestic partners must meet the age requirements for marriage in New Mexico and be mentally competent to consent to contract.

2.2.4. Domestic partners must not be related by blood to the degree prohibited in a legal marriage in the State of New Mexico.

2.2.5. Domestic partners must be jointly responsible for the common welfare of each other and share financial obligations. An Affidavit of Domestic Partnership form (found on HR's website forms page) signed to that effect and proof of three (3) of the following must be submitted to the Employee Services Office:

- A joint mortgage or lease.
- Joint ownership of a motor vehicle, joint bank account, or joint credit account.
- Domestic partner named as beneficiary of life insurance.
- Domestic partner named as beneficiary of retirement benefits.
- Domestic partner named as primary beneficiary in the employee's or student's will.
- Domestic partner assigned durable property or health care power of attorney.
- Household expenses are shared by both partners.
Civil union spouse benefits and domestic partner benefits

Civil Union: The State of Rhode Island Employee Health Plan extends health benefits to civil union spouses and their children. To qualify for coverage, employees must provide a copy of their civil union certificate, complete the Certification of Tax Dependent Status for a Civil Union Spouse Form and attach both to the Health Insurance Enrollment Form and submit to the Agency Personnel Office. You must notify the Office of Employee Benefits if the dependency status of your spouse changes.

Domestic Partner: The State of Rhode Island extends health benefits to same-sex and opposite-sex domestic partners of eligible employees. To qualify for coverage, employees must meet the requirements and provide the verification information listed on the Domestic Partner Affidavit. The Domestic Partner Affidavit and the Domestic Partner Dependent Declaration Form must be completed, signed, notarized, and returned to the Agency Personnel Office as well as the Health Insurance Enrollment Form. You must notify the Office of Employee Benefits if the dependency status of your domestic partner changes.

Evidence and Certification of Domestic Partnership:

In accordance with R.I. Gen. Laws §§36-12-1, et. seq., we hereby certify that as domestic partners, we meet the following criteria:

• We are at least eighteen (18) years of age and are mentally competent to contract.

• Neither of us is married to anyone else.

• We are not related by blood to a degree which would prohibit marriage in Rhode Island.

• We reside together and have resided together for at least one (1) year.

• We are financially interdependent as evidenced by at least two (2) of the following four (4) items: (Check two as appropriate. Attach appropriate documentation. *)

  □ Domestic Partnership Agreement or a Relationship Contract.

  □ Joint mortgage or joint ownership of primary residence.

  □ As partners, we are financially interdependent as evidenced by at least two (2) of the following items: (circle two):

      • joint ownership of vehicle
      • joint checking account
      • joint credit account
      • joint lease

  □ The domestic partner has been designated as a beneficiary for the employee’s will, retirement contract, or life insurance.
University of South Florida

University of South Florida System employees who meet the eligibility requirements may participate in the Domestic Partnership Health Insurance Stipend Program to assist in defraying the cost of health insurance for a domestic partner.

**Eligibility**

For the purposes of this program, a domestic partner is defined as an individual who shares a committed, mutually-dependent relationship with a USF System employee.

In order to be eligible for the domestic partnership health insurance stipend, the USF System employee must be on an established benefits eligible position, be enrolled in the health insurance program with the USF System, and both the employee and the domestic partner must complete a Domestic Partnership Declaration form and attest that:

- They are at least 18 years of age and are mentally competent to consent to a contract.
- They are not legally married to anyone else and are not related to each other.
- They have shared financial responsibilities for at least the past six months.
- The non-employee domestic partner is not employed or is not eligible for health benefits through his or her employer.
- Health insurance coverage is in effect for the domestic partner and coverage shall be maintained during any period for which the domestic partnership health insurance stipend is paid.

Additionally, documentation of at least three of the following must be submitted with the Domestic Partnership Declaration form to support the domestic partner relationship:

- Joint ownership of real property
- Mutual designation as attorney in a durable power of attorney document
- Joint ownership of personal property or assets, such as automobiles or stock
- Designation of health care surrogate
- Joint bank account
- Driver’s license or tax documents showing the same address
- Joint consumer or bank loan
- Joint credit cards
- Joint lease
- Designation of beneficiary for life insurance, retirement plan, and/or last will and testament
• Legal documentation demonstrating joint adoption or legal guardianship of any dependents, whether children or adults
University of Vermont

Definitions

- **Civil Union**: a legally-recognized union similar to, but not identical to marriage, validly entered into in Vermont or another state. (Note: Other states may refer to this union as a "domestic partnership." Vermont allowed civil unions to be performed from July of 2000 through August of 2009. Since the establishment of **same-sex marriages** on September 1, 2009, civil unions are still recognized by the State of Vermont, but are no longer performed.)

- **Spouse**: a partner in a legally-recognized marriage relationship.

- **Same-Sex Spousal Equivalent**: a same sex partner who is not joined by marriage or a civil union.

Eligibility of Dependents

UVM employees may apply for dependent healthcare benefits for their **same-sex spouse** or **civil union partner** and his/her dependent children. In order to qualify for coverage, dependents must meet the eligibility requirements of the University medical, dental, and life insurers. The following statements summarize these conditions:

Dependents are considered qualified dependents if they are:

- the spouse or civil union partner of the employee
- the dependent child of the employee
- the dependent child of the employee's spouse or civil union partner

A spouse or civil union partner will qualify if (i) the marriage or civil union is valid in the jurisdiction in which it was solemnized, and (ii) the marriage or civil union does not violate Vermont law or the express public policy of the State of Vermont.
Employer-Provided Insurance for QDPs (Qualified Domestic Partners) and Children

The University of Washington provides insurance coverage to qualified same- and opposite-sex domestic partners and their children in accordance with the provisions of the Washington State Public Employees Benefits Board regulations.

A Qualified Domestic Partnership (QDP) is one in which two people are registered as domestic partners with the Secretary of State for the State of Washington and meet the following criteria:

- both persons share a common residence,
- both persons are at least eighteen years old,
- neither person is married to someone other than the domestic partner and neither person is in a domestic partnership with another person,
- both persons are capable of consenting to the domestic partnership,
- the persons are not more closely related to one another than second cousins as determined by the rules of civil law, for example, neither person is a sibling, child, grandchild, aunt, uncle, niece or nephew to the other person, and
- both persons are of the same sex or if the partners are of opposite sex, one of the persons is at least age 62.
DOMESTIC PARTNER HEALTH INSURANCE BENEFIT POLICY

A University of Wyoming employee might be eligible to receive a financial benefit to assist in paying for individual health insurance obtained elsewhere by a same or opposite-sex domestic partner. For the employee to be eligible, both the employee and the domestic partner must:

1. be legally competent to enter into a contract and at least 18 years of age;

2. not be in a marriage that would qualify the spouse for coverage in the State of Wyoming group health insurance plan;

3. not be related by blood in any way that would prohibit marriage in the state in which they legally reside;

4. be responsible for each other’s common welfare and are each other’s sole domestic partner; and

5. comply with at least one of the following conditions:
   a. share a common residence and understand that partners may share a common residence even if any of the following conditions apply:
      i. only one partner has legal ownership of the residence, if ownership is applicable, or only one partner is lessee, in the case of a lease;
      ii. one or both partners have additional residences not shared with the other partner;
      iii. one partner leaves the common residence with the intent to return.
   b. joint ownership of real property is held with rights of survivorship, or
   c. joint responsibility is borne for a mortgage.

In addition, the following criteria must be met:

1. the employee participates, and will continue to participate, in the State of Wyoming health insurance plan; and

2. the domestic partner and legal dependents of the domestic partner will not be eligible for employer provided insurance during the period in which this benefit is received.
Wisconsin (state)

Domestic partners must meet all of the following conditions:

- Be at least 18 years of age and otherwise competent to enter into a contract;
- Neither individual is married to or in a domestic partnership with another person;
- Neither individual is related by blood in any way that would prohibit marriage under Wisconsin law;
- The two individuals consider themselves to be members of each other's immediate family;
- The two individuals agree to be responsible for each other's basic living expenses;
- The two individuals share a common residence.