Appendix B
South Carolina Companies

Largest Manufacturers

**Kimberly-Clark**
Yes, does offer health benefits to same-sex domestic partners.

A domestic partner must be:

- At least 18 years of age,
- Have lived at least 6 months with the employee,
- Currently living with the employee,
- Not legally married to any other person, and
- Is financially dependent on/with the employee.

The employee must show a Dependent Audit, which would show financial dependency between the employee and the domestic partner. Documents to show this would include documentation like utility bills.

**Bridgestone**
Cannot give out information based on policy, must be a Bridgestone employee.

**Schneider Electric** (PeopleLink)
Yes, does offer health benefits to same-sex domestic partners.

Domestic Partner

Eligibility Definition – Same- or opposite-sex partner (no age limit) with whom the employee is registered with an authorized government agency, or if not registered, with whom the employee is involved in an ongoing and committed relationship and who has been residing with the employee for the last six consecutive months.

Documentation Required

- Domestic Partner Registration as legally recognized

OR

TWO (2) of the following that shows both the employee and domestic partner name and address:
• Mortgage payment or lease agreement
• Joint ownership of a motor vehicle
• A current joint bank account or a joint credit account (dated within the last 90 days)

AND

• Certification of Tax Dependency Declaration of Domestic Partnership

**Michelin**

Yes, does offer benefits for same sex spouses and opposite or same sex domestic partners—their terms are interchangeable on a variety of benefits.

Spouse gets pre-tax health insurance premiums but Domestic Partners have post tax premiums.

In states where same sex marriage is legal, Michelin considers the married same sex partner as a spouse.

The Domestic Partner benefits were developed with same sex partners in mind since they could not get married. But as same sex marriage becomes more common, the company may consider dropping domestic partner benefits and tell employees that partner benefits are for married couples only (same or opposite sex).

Domestic partners must:

• Be currently living together for at least one year.

• Agree to be jointly responsible for each other's common welfare and basic living expenses during the domestic partnership even if they currently keep finances separate.

• Declare that neither is married, has another domestic partner now, has had a different domestic partner in the last year, and neither is related to the other with a degree of kinship that would prohibit them from being legally married.

Domestic Partners need to show three forms of proof (out of list of six) of a relationship and sign a notarized affidavit.

List includes shared ownership of: lease, mortgage, or deed; shared vehicle, shared bank account, shared expenses.

**Pilgrim’s Pride**

Benefits only for immediate family and must have documentation of relationship.
The Human Resources person contacted did not know if that included domestic partners and she did not know about same sex partners; including those who are legally married in other states.

**UPS**

Yes, does provide domestic partner benefits. Same Sex and Opposite Sex domestic partners are eligible for some benefits. “This extension of coverage is consistent with UPS’s commitment to offer competitive benefit programs, and supports UPS’s culture of diversity and inclusion.”

- Have been in an exclusive and committed relationship of mutual caring and support for at least the past 12 months, and intend to remain in the partnership permanently;
- Be jointly responsible for each other’s living expenses and/or common welfare;
- Not be legally married to or legally separated from anyone else, nor have had another domestic partner within the past 12 months;
- Both be at least 18 years of age and mentally competent to consent to a contract;
- Have lived together in the same principal residence for at least the past 12 months and intend to do so indefinitely;
- Not be related by blood, or to the degree of closeness that would otherwise prohibit legal marriage in the state in which you and your partner legally reside;
- Not be in the relationship solely for the purpose of obtaining benefits coverage.

Employees seeking partner benefits will be required to sign an affidavit certifying that the above conditions have been satisfied, and to provide additional documentation as evidence of their relationship.

**Summary of top manufacturing firms in South Carolina are that 4/6 companies that we were able to obtain information from did offer same sex domestic partner benefits with certain criteria. The primary means of proving domestic partnership was through joint bills, checking accounts, property.**

**Largest Hotels**

**Holiday Inn & Suites**

Does not offer health benefits to an employee’s domestic partner.

*Many of the largest hotels in South Carolina were not able to be reached- also many of the hotel companies located in South Carolina are franchised hotels (independently owned).*
Largest Hospitals

**Tuomey Healthcare System**

Does not offer health benefits to an employee’s domestic partner.

**The Regional Medical Center of Orangeburg & Calhoun Counties**

Does not offer health benefits to an employee’s domestic partner.

**William Jennings Bryan Dorn VA Medical Center**

Does not offer health benefits to an employee’s domestic partner. However, does offer health benefits to an employee’s legally married same-sex spouse. See below for criteria.

**Defense of Marriage Act**

On June 26, 2013, the Supreme Court ruled that Section 3 of the Defense of Marriage Act (DOMA) is unconstitutional. As a result of the Supreme Court’s June 26, 2013 ruling that Section 3 of DOMA is unconstitutional, **legally married** same-sex spouses will be eligible family members under a Self and Family enrollment. Coverage is available to any **legally married** same-sex spouse of any Federal employee or annuitant, regardless of the employee’s or annuitant’s state of residency.

In addition, the children of same-sex marriages will be treated in the same manner as those of opposite-sex marriages and will be eligible family members according to the same eligibility guidelines. This includes coverage for children of same-sex spouses as stepchildren.

*Of the largest hospitals that could be reached to comment on this topic, 1 of 3 offer benefits to same sex married couples- this is the VA Hospital that provides benefits based on Federal laws.*

Largest SC Companies

**Blue Cross Blue Shield**

Offers insurance to same sex spouses, but not domestic partners.

**UPS**

They have domestic partner benefits and also have same sex spouse benefits.
Same Sex Domestic Partner Eligibility

In addition to meeting the same plan requirements (for example, verifying dependent eligibility and providing a Social Security number) as any other dependent to be eligible for coverage, you and your same sex domestic partner must:

- Have been in an exclusive and committed relationship of mutual caring and support for at least the past 12 months, and intend to remain in the partnership permanently
- Be jointly responsible for each other’s living expenses and/or common welfare
- Not be legally married to or legally separated from anyone else, not have had another domestic partner within the past 12 months
- Both be at least 18 years of age and mentally competent to consent to a contract
- Have lived together in the same principal residence for at least the past 12 months and intend to do so indefinitely
- Not be related by blood or to the degree of closeness that would otherwise prohibit legal marriage in the state in which you and your partner legally reside
- Not be in the relationship solely for the purpose of obtaining benefits coverage

*Of the two largest companies that would respond to the request for information about same sex benefits or domestic partner benefits, both have these benefits for their employees.*

**Walmart**

In 2013, Walmart announced plans to offer domestic partners health and other benefits.

**Fortune 500 Companies**

In research done by the Human Rights Campaign in 2013, more than 62% of the companies in the Fortune 500 already offer domestic partner benefits to their employees.