

Domestic Partner Benefits

Q: What is domestic partnership?

A: A personal relationship between two individuals (same or opposite sex) who live together and share a common domestic life, but are not joined in a tradition marriage or civil union.

Q: Is domestic partnership benefits available for both health and dental?

A: Yes.

Q: Do my domestic partner & I have to be together for a certain period of time in order to be covered by this benefit?

A: Yes. You must reside in the same household for at least a six month period.

Q: Is there extra paperwork to complete during the enrollment process?

A: Yes. You and your partner must complete an affidavit and have it notarized in order to enroll in either our health and/or dental plan.

Q: Do I have to provide proof of our relationship?

A: Yes. You must provide two types of proof. These are listed on the affidavit.

Q: When can I enroll my domestic partner?

A: When you are first eligible for health/dental, open enrollment or due to a qualifying event.

Q: Am I allowed to pay for my domestic partners' benefits pre-tax?

A: No. Due to IRS regulations, this is not allowed. However, your portion is still pre-tax.

Q: My domestic partner has children. Are they allowed to enroll on my health/dental?

A: If you (the employee) are the adoptive parent or legal guardian the children may be added to the insurance during the enrollment period.