

CSU DOMESTIC PARTNER BENEFIT COVERAGE

The California State University offers health, dental and vision coverage to the domestic partners and children of benefit-eligible active employees. Employees and annuitants of the CSU may enroll a validly registered domestic partner in the same manner as other eligible family members.

In general, domestic partners must first register with the California Secretary of State. Information about domestic partnership registration is available at the Secretary of State's Web site at www.ss.ca.gov

Who is Eligible?

Specified same-sex domestic partnerships between persons who are both at least 18 years of age; or, specified opposite sex domestic partnerships where one person is over the age of 62 will be eligible to enroll **after filing a Declaration of Domestic Partnership with the Secretary of State**. This form is available through the Secretary's Web site, <http://www.ss.ca.gov/dpreistry> ; or, present evidence of a same sex legal union, validly formed in another jurisdiction, deemed to be substantially equivalent to a registered domestic partnership in California.

Enrolling a domestic partner....

Upon completion of the registration process, CSU employees may submit a completed Benefits Worksheet for enrollment of a domestic partner to the CSUC Benefits Office-Kendall 220. A copy of the finalized *Declaration of Domestic Partnership* provided by the Office of the Secretary of State must accompany the Benefits Worksheet. The Benefits Worksheet must be submitted within 60 days of receipt of their Certificate of Registered Domestic Partnership from the Secretary of State or anytime during an open enrollment period.

A legal union of two persons of the same sex, other than marriage, validly formed in another jurisdiction, may also be deemed to be sufficient to establish eligibility for Health Program enrollment.

Also enrolling a domestic partner's children...

Children of a domestic partner may be covered if they meet other criteria for coverage (i.e., under age 23 years old, never married, not in the military, not covered in this Health Program in their own right through qualifying employment.)

Tax Implications...

Effective January 1, 2002, employees who enroll a domestic partner or a partner's children in a medical and/or dental plan may have income attributed to the additional cost of coverage of the domestic partner and/or partner's children. This becomes a federally taxable benefit unless the employee claims the domestic partner as a dependent for federal income tax purposes by completing a CSU Domestic Partner Dependent Certification form. You can access this form directly at the following website, <http://www.csuchico.edu/Forms/BENE-DomesticPartnerCertification.pdf>. The taxable income will be the cost difference between the employee only and the employee plus one or more dependent premium rate. Employees, annuitants and their partners should consult their tax counselors regarding withholding requirements for these additional benefits.

The cost for the vision premium is a flat rate regardless of the number of dependents. Therefore, there is no taxable income to the employee for adding a domestic partner to the vision insurance plan.

Termination of Relationship...

Following termination of the partnership, the former partner is no longer an eligible family member and must be deleted from coverage. The CSU employee must promptly notify the Benefits Office by providing a copy of the Termination of Domestic Partnership certificate also available through the Secretary's Web site, <http://www.ss.ca.gov/dpreistry> and a completed Benefits Worksheet deleting the partner and the partner's children. The effective date of the mandatory health enrollment cancellation is the first day of the month following the date of the termination of the partnership. The member is liable for any costs for health services utilized by the former partner after the effective date of the mandatory cancellation. The former partner may be eligible for a period of limited coverage equivalent to COBRA provisions. The active member's CSU Benefits Office will provide information and enrollment forms for this continuation coverage. Retired members will receive this information from CalPERS'.

If you have questions, please contact the CSUC HR/Benefits Office at 898-4948.