



Domestic Partner Benefits Available to UW System Employees

Effective January 1, 2010, the same-sex or opposite sex domestic partner and the domestic partner's dependents of UW System employees will be eligible for coverage under all employer-sponsored benefits.

The employee and the employee's domestic partner must meet all of the criteria outlined in Chapter 40 of Wisconsin State Statute in order to be considered in a domestic partnership:

- Each individual is at least 18 years old and competent to enter into a contract;
- Neither individual is married to, or in a domestic partnership with, another;
- They share a common residence;
- Their partnership must not violate Wis. Stats. 765.03, which bars marriage between certain persons based on kinship and divorce;
- They must consider themselves to be members of each other's immediate family;
- They must agree to be responsible for each other's basic living expenses.

Please review the Department of Employee Trust Funds (ETF) Domestic Partner Benefit FAQ document for detailed information regarding domestic partner coverage. The FAQ is available online at: www.etf.wi.gov/publications/et2370.pdf.

Enrollment

In order to enroll a domestic partner and domestic partner's children in any employer-sponsored benefits, an employee must submit a notarized Affidavit of Domestic Partnership (ET-2371) directly to the Department of Employee Trust Funds (ETF) and also submit a benefit enrollment application(s) **and** a copy of ETF's acknowledgement letter that confirms the effective date of the domestic partnership and the domestic partner's name and social security number. All enrollment applications must be submitted to the appropriate UW payroll and benefits office within 30 days of the domestic partnership effective date.

The Affidavit of Domestic Partnership (ET-2371) is available online at: www.etf.wi.gov/publications/et2371.pdf. This form can be mailed, faxed or emailed to ETF.

Note: If you are in a registered domestic partnership in Wisconsin or any other state, you are still required to complete ETF's Affidavit of Domestic Partnership (ET-2371) if you want to enroll your domestic partner in State Group Health Insurance or any other employee-sponsored benefits.

Domestic Partnership Effective Date

If ETF receives a completed Affidavit by December 30, 2009, the domestic partnership will be effective January 1, 2010. If the Affidavit is received by ETF after December 30, 2009, the domestic partnership will be effective on the date that ETF receives the completed Affidavit.

Enrollment in Benefit Plans that Currently Offer Domestic Partner Benefits

The following plans provide domestic partner coverage in 2009:

- Anthem DentalBlue Dental Insurance
- OptumHealth Vision Insurance
- Individual and Family Group Life Insurance
- Accidental Death & Dismemberment Life Insurance

If a new employee or an employee who now has a domestic partner wants to enroll a domestic partner in a plan that currently provides domestic partner coverage, the employee must submit a completed UW System Affidavit of Domestic Partnership (UWS-50) with the benefit enrollment application to the appropriate UW payroll and benefits office. The employee may only use the UW System Affidavit of Domestic Partnership for benefits that are effective prior to January 1, 2010.

The UW System affidavit is available online at: www.uwsa.edu/hr/benefits/ins/uws50.pdf. Please check with your institution's [benefits office](#) to see if you are also required to complete an institution specific affidavit.

Termination of a Domestic Partnership

Effective January 1, 2010, a domestic partnership is established once ETF receives a valid Affidavit of Domestic Partnership (ET-2371). If you want to terminate a domestic partnership, you must submit a notarized Affidavit of Termination of Domestic Partnership (ET-2372) to ETF. ETF will determine the effective date of termination. You must also submit the appropriate benefit application(s) to your institution's payroll and benefits office to remove your domestic partner and the domestic partner's dependents from coverage.

Once an Affidavit of Termination of Domestic Partnership (ET-2372) is filed, an employee cannot enroll a different domestic partner for at least 6 months.

The Affidavit of Termination of Domestic Partnership (ET-2372) is available online at: www.etf.wi.gov/publications/et2372.pdf

If you carry domestic partner coverage in 2009 under any benefit plan that currently offers this coverage and you want to terminate the domestic partnership prior to January 1, 2010, you must submit the UW System Affidavit of Termination of Domestic Partnership (UWS-51) to your campus payroll and benefits office along with the applicable application to remove your domestic partner from coverage.

The UW System affidavit is available online at: www.uwsa.edu/hr/benefits/ins/uws51.pdf.

Benefits Available to the Domestic Partners of UW System Employees

Employee Benefit Program	Domestic Partner Coverage Availability	Applications and Information
State Group Health Insurance	<p>Effective January 1, 2010, a domestic partner and the partner's eligible dependents can be covered under a family health insurance policy.</p> <p>There are tax consequences when a domestic partner is added to a family health insurance policy. Please see the UW Service Center Imputed Tax webpage for more information: http://www.bussvc.wisc.edu/uwpc/2010/imputed_income.html</p> <p>More Information on ETF's Domestic Partner Page: http://www.etf.wi.gov/publications/domestic_partners.htm</p>	<p>Application</p> <p>Plan Information</p> <p>ETF's Domestic Partner FAQ</p>
EPIC Excess Dental & Major Medical Insurance	<p>Effective January 1, 2010, a domestic partner and the partner's eligible dependents can be covered under this plan.</p> <p>There is a small AD&D life insurance policy within this plan and an employee can name a domestic partner as a beneficiary of the policy.</p>	<p>Application</p> <p>Beneficiary Designation</p>
Anthem DentalBlue Dental Insurance	Coverage currently available for domestic partner and partner's eligible dependents.	<p>Application</p> <p>Plan Information</p>
OptumHealth Vision Insurance (formerly Spectera)	<p>Coverage currently available for domestic partner and partner's eligible dependents.</p> <p>Plan no longer available as of December 31, 2009. Will be replaced by VSP Vision Insurance.</p>	<p>Application</p> <p>Plan Information</p>
VSP Vision Insurance	New vision provider effective January 1, 2010. Offers coverage for a domestic partner and partner's eligible dependents.	<p>Application (not yet available)</p> <p>Plan Information</p>
State Group Life Insurance	<p>Effective January 1, 2010, a domestic partner and the partner's eligible dependent children can be covered under Spouse and Dependent coverage. An employee must carry employee coverage in order to add Spouse & Dependent coverage.</p> <p>If Spouse & Dependent coverage is already in effect, submit a notarized Affidavit of Domestic Partnership (ET-2371) to ETF. Domestic partner's coverage will begin on domestic partnership effective date. You do not need to submit an enrollment application.</p>	<p>Application</p>

Employee Benefit Program	Domestic Partner Coverage Availability	Applications and Information
<p>State Group Life Insurance (continued)</p>	<p>If you do not have Spouse & Dependent coverage in effect and your domestic partner is your first eligible dependent, you must submit a notarized Affidavit of Domestic Partnership (ET-2371) to ETF and an enrollment application to your institution's payroll and benefits office.</p> <p>If you do not have Spouse & Dependent coverage in effect and you have other eligible dependents (ex. you have dependent children), you can only enroll a domestic partner through Medical Evidence of Insurability.</p>	<p>Evidence of Insurability Application</p>
<p>Individual & Family Group Life Insurance</p>	<p>Life insurance coverage currently available for domestic partner and eligible children of domestic partner.</p>	<p>Application Plan Brochure</p>
<p>Accidental Death & Dismemberment Life Insurance + Zurich Travel Assist Travel Insurance</p>	<p>If employee carries a family policy, coverage currently extends to domestic partner and eligible children of domestic partner.</p>	<p>Application Plan Brochure Travel Insurance</p>
<p>Employee Reimbursement Accounts</p>	<p>If domestic partner meets the IRS definition of a qualified dependent, eligible medical expenses incurred by domestic partner are eligible for reimbursement.</p> <p>Dependent care expenses of a domestic partner's child may also be eligible for reimbursement if the child meets the definition of a qualifying child or relative. Please see the ERA benefits booklet for a more extensive definition of a qualified dependent.</p> <p>See IRS Publication 501 for more information about tax dependent eligibility.</p>	<p>Plan Information Benefits Booklet</p>
<p>Wisconsin Retirement System</p>	<p>The earliest a domestic partnership may be effective under the WRS is January 1, 2010. An employee must submit a valid Affidavit of Domestic Partnership (ET-2371) to ETF to create a domestic partnership for WRS purposes.</p> <p>A domestic partner will have the same rights as a spouse relative to an employee's WRS account with one exception - per federal Internal Revenue Code, if a non-spouse is more than 19 years younger than his/her partner, the employee cannot select a joint and survivor annuity option.</p>	<p>ETF Domestic Partner Benefit FAQ</p>

Employee Benefit Program	Domestic Partner Coverage Availability	Applications and Information
Wisconsin Family Medical Leave Act (WFMLA)	<p>Effective June 30, 2009, WFMLA was expanded under the 2009 WI Act 28 to include coverage for a domestic partner and a domestic partner's parent.</p> <p>There are no provisions under federal FMLA to care for a domestic partner.</p>	<p>For More Information</p>
Long Term Care Insurance	<p>United of Omaha Assured Solutions Plus (<i>through Health Choice</i>) Domestic partners are eligible for a 10% two person household discount when both persons apply for and are issued coverage.</p> <p>John Hancock Custom Care II (<i>through Senior Care</i>) If employee and partner have lived together for at least five years and one member of the household carries coverage, he/she is eligible for a 15% discount. If both people in the household are approved for coverage, each person will receive a 30% discount. Partners include policyholders who have lived with a same-sex or different-sex partner for at least five years.</p>	<p>For More Information</p>
<p>Using Sick Leave to Care for Domestic Partner During Illness</p> <p>Using Sick Leave During Bereavement Leave</p>	<p>The following groups of employees may use sick leave to care for a domestic partner and after the death of a domestic partner:</p> <ul style="list-style-type: none"> ➤ Unclassified employees ➤ Classified Employees covered under the following bargaining agreements: <ul style="list-style-type: none"> ▪ WI Professional Employees Council (WPEC) ▪ WI Science Professionals (WSP) ▪ WI Educational Assoc Council (WEAC) ▪ SEIU Healthcare District 1199 ▪ Professional Employees in Research Statistics & Analysis (PERSA) ▪ State Engineering Association (SEA) ▪ Teaching Assistants' Association (TAA) ▪ Milwaukee Graduate Assistants' Association (MGAA) ▪ Law Enforcement - Bereavement Leave Only ▪ WI State Employees Union (WSEU) – Bereavement Leave Only <p>Non-represented classified & classified employees not covered by the above bargaining agreements are <u>NOT</u> permitted to use sick leave to care for a domestic partner during illness (unless employee is on a WFMLA-covered leave) or after the death of a domestic partner.</p>	<p>UPG #10 governs leave for unclassified employees</p> <p>Bargaining Agreements govern leave usage for classified represented employees</p> <p>ER 18 governs sick leave usage for non-represented classified staff</p>

Employee Only Benefits

The following benefits are employee only benefits. A domestic partner can be named as a beneficiary of each policy.

- UW Employees Inc Life Insurance - [Beneficiary Designation](#)
- University Insurance Association (UIA) Life Insurance - [Beneficiary Designation](#)

UW System LGTBQ Resources

UW System Administration's Domestic Partner Benefits webpage:

<http://www.uwsa.edu/hr/benefits/dpbenefits.html>

UW Service Center's Imputed Tax webpage:

http://www.bussvc.wisc.edu/uwpc/2010/imputed_income.html

UW System's Inclusivity Initiative for LGBTQ people: <http://lgbtq.uwsa.edu/index.htm>

LGBTQ Activities & Services across UW System institutions: <http://lgbtq.uwsa.edu/pdf/Matrix.pdf>

Domestic Partner Benefits & Privileges Available at UW System Institutions:

<http://lgbtq.uwsa.edu/pdf/dpbenefits.pdf>

LGBTQ Inclusivity Initiative Resource page (includes resources for each UW System institution):

<http://lgbtq.uwsa.edu/resources.htm>

Every effort has been made to ensure that this information is correct and current. However, the terms and conditions of UW benefits programs are established by state and federal laws and regulations, the relevant contracts, and the policies of the Board of Regents. These sources of authority have control over the information in this fact sheet to the extent there are any differences or conflicts.