



Domestic Partner Benefits Available to UW System Employees

The domestic partner of a UW System employee may be eligible for certain benefits. To be eligible for benefits as a domestic partner, the employee and his/her partner must be in an established domestic partnership of at least six months and meet the criteria set forth in the Domestic Partner Affidavit (UWS-50). A domestic partner may be of the same or opposite sex. An employee can enroll a domestic partner for any applicable insurance benefits only within specified eligibility periods – when the employee is newly hired and enrolls in benefits for the first time, during an open enrollment period or within 30 days of satisfying the requirements of an eligible domestic partnership set forth in the Affidavit of Domestic Partnership.

An employee who enrolls a domestic partner in any benefit program must submit a completed Affidavit of Domestic Partnership (UWS-50). The affidavit can be found at: <http://www.uwsa.edu/hr/benefits/ins/uws50.pdf>. An Affidavit of Domestic Partnership only needs to be filed the first time an employee enrolls his/her domestic partner for coverage. Please check with your institution’s [benefits office](#) to see if you are also required to complete an institution specific affidavit.

If a domestic partnership terminates, an Affidavit of Termination of Domestic Partnership (UWS-51) must be completed and submitted to your campus Payroll and Benefits Office along with the applicable application to remove your domestic partner from coverage. The affidavit can be found at: <http://www.uwsa.edu/hr/benefits/ins/uws51.pdf>. Once an Affidavit of Termination of Domestic Partnership is filed, an employee can not enroll a different domestic partner for at least 6 months.

Benefits Available to the Domestic Partners of UW System Employees

Employee Benefit Program	Domestic Partner Coverage Availability	Applications and Information
<p style="text-align: center;">Anthem DentalBlue Dental Insurance</p>	<p style="text-align: center;">Coverage available for domestic partner and eligible children of domestic partner. There are three levels of coverage under this plan. If the Supplemental Plan is selected, the employee must have preventive and diagnostic dental coverage under the State Group Health Insurance plan, but the employee’s dependents, including domestic partner, are not required to carry preventative and diagnostic dental coverage under any other health or dental plan.</p>	<p style="text-align: center;">Application Plan Information</p>
<p style="text-align: center;">OptumHealth Vision Insurance <i>(formerly Spectera)</i></p>	<p style="text-align: center;">Coverage available for domestic partner and eligible children of domestic partner.</p>	<p style="text-align: center;">Application Plan Information</p>

<p>Individual & Family Group Life Insurance</p>	<p>Life insurance coverage 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 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. A domestic partner must receive over half of his/her support from the employee and reside with the employee to be eligible. 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>Plan Information Benefits Booklet</p>
<p>Long Term Care Insurance</p>	<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. A two person household is defined as two adults age 18 or older, living together on a continuous basis for at least 12 months.</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: are married; have lived with a family member of the same generation (sibling or cousin) for at least five years; or 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) ▪ United Professionals for Quality Health Care (UPQHC) ▪ 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 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>
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Additional benefits and/or privileges vary by institution. Please contact your institution's [benefits office](#) or see resources below for more information.

UW System LGTBQ Resources

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>

Benefit Programs That Do Not Provide Domestic Partner Coverage

Employee Benefits Program	Domestic Partner Coverage	Forms and Information
State Group Health Insurance	Current state law does not allow for domestic partner coverage. UW System is strongly advocating for a legislative change to allow domestic partners and their dependents to be classified as a dependents on the health insurance contract.	
EPIC Excess Dental & Major Medical Insurance	Eligibility for coverage under the State Group Health Insurance is required in order to be eligible for this plan. A domestic partner is not allowed to be covered under the state's health insurance plan so a domestic partner is also not eligible for coverage under the EPIC plan. 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.	Beneficiary Designation
State Group Life Insurance	Employees can purchase spouse, but not domestic partner life insurance coverage under this plan. Can name domestic partner as beneficiary of the policy.	Beneficiary Designation
Family Medical Leave Act (FMLA) & Wisconsin Family Medical Leave Act (WFMLA)	Neither act allows an employee to take a leave under FMLA or WFMLA to care for a domestic partner.	For More Information

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](#)
- Wisconsin Retirement System (WRS): Employee may be eligible for retirement, death and/or disability benefits from the WRS. May also be able to name a domestic partner as a joint survivor (irrevocable) on retirement or disability annuity (age difference restrictions may apply). [Beneficiary Designation](#)