Domestic Partner Benefit Eligibility

University of California

Human Resources

Qualifying Domestic Partnerships

- UCRP Survivor Benefits
  - same and opposite gender domestic partnerships
  - no age requirement

- Health and Welfare Benefits
  - same gender domestic partnerships
    - no age requirement
  - opposite gender domestic partnerships
    - one partner must be age 62 or older

- Separate declaration and verification processes for UCRP and Health and Welfare plans to establish a domestic partner's eligibility for benefits

UCRP Domestic Partnership Declaration Options

- California Declaration
  - for same and opposite gender domestic partnerships
  - if opposite gender domestic partnership, one partner must be age 62 or older
- Comparable declaration from another state
  - only for same gender domestic partnerships
- UC Declaration (UBEN 250)
  - for same and opposite gender domestic partnerships
- All declarations must be signed by both partners

UC Declaration of Domestic Partnership

- Declaration must be submitted prior to member's retirement or death
- If partner is also a UC employee, a separate declaration is necessary to establish benefit eligibility for both partners
- Requires submission of two additional documents that verify existence of the domestic partnership
  - Ten types of documents accepted, including a joint mortgage, lease, bank account or credit card statement, utility bill, etc.
  - Documents accepted now the same as those for Heath and Welfare benefits
  - No longer required if already submitted to verify domestic partner's eligibility for Health and Welfare benefits

Recent Communication Efforts

- Letter to employees with domestic partner enrolled in health and welfare benefits reminding them of UCRP requirements
- Revised Domestic Partner Benefits booklet
- Notices in Open Enrollment and New Hire Kit
- Updating of summary plan descriptions and other benefit publications