

UT-Battelle Domestic Partner Guidelines

When an employee is eligible for benefits, his or her domestic partner is also eligible for medical and dental coverage, provided the employee and his or her domestic partner are involved in an ongoing and committed relationship for at least the last six (6) consecutive months and meet the following conditions:

- are of the same sex
- both are at least 18 years of age or older
- they either:
 - have lived together in the same principal residence for the preceding six (6) months and intend to do so indefinitely, or
 - or did live together immediately prior to the employee relocating due to accepting employment (or reassignment) with UT-Battelle with the intent that they will be living together in the same principal residence indefinitely upon the domestic partner relocating.
- they have not been legally married to anyone else (nor considered to be married to anyone else under common law in any state) within the last six (6) months
- they are each other's sole domestic partner and intend to remain so indefinitely
- they are not related by blood or adoption to a degree of kinship that would prohibit them from getting married in the state of Tennessee if they were of the opposite sex
- they are both mentally competent to enter into contracts
- they are not involved in any other domestic partnership, nor have been involved in any other domestic partnership for the preceding six (6) months
- they are financially interdependent and can prove such interdependence by providing documentation of at least two of the following arrangements:
 - a state-issued certificate of marriage or civil union
 - driver's licenses with common address
 - common ownership of real property or a common leasehold interest in such property;
 - community ownership of a motor vehicle;
 - a joint bank account or a joint credit account;
 - designation as a beneficiary for life insurance or retirement benefits or under your partner's will;
 - assignment of a durable power of attorney or health care power of attorney; or
 - such other proof as is considered by the company to be sufficient to establish financial interdependency

For verification of dependent eligibility, an affidavit of Domestic Partnership is required within 30 days of when the employee adds domestic partner dependent coverage.

Employees may enroll their domestic partner as a new hire or during annual enrollment for coverage effective the following January 1. Employees may drop a domestic partner at any time. Upon loss of coverage a domestic partner does not have rights to continuing coverage under federal law through COBRA, however UT-Battelle may offer COBRA-like benefits.

Since a domestic partner does not meet the current IRS definition of an eligible dependent, contributions for their coverage are *after-tax* and the company's portion of the cost is taxable income to the employee and will be included on their year-end tax document provided by the Company.