

# EMPIRE STATE PRIDE AGENDA

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## **MODEL DOMESTIC PARTNER BENEFITS ELIGIBILITY REQUIREMENTS**

Qualification for Domestic Partner Benefits may be achieved by:

- Notifying the Benefits Department that you have registered your Domestic Partnership or Civil Union with a governmental body pursuant to state or local law authorizing such registration; or
- Completing the Declaration of Domestic Partnership and filing it with the Benefits Department.

*Note: Documentation regarding registration of a domestic partnership or civil union should only be required if heterosexual employees are required to produce a copy of a marriage license in order to add their spouse to benefits coverage.*

*Note: Same-sex couples who have married in a jurisdiction legally permitting them to do so should be entitled to spousal benefits rather than domestic partner benefits. Currently, spousal benefits provided to same-sex couples must be taxed as imputed income because of federal law.*

### **Declaration of Domestic Partnership [should require signature of employee only]**

I certify and declare that I, [name], am a Domestic Partner with [name] in accordance with the following criteria:

- We are at least 18 years of age;
- We share a close and committed personal relationship;
- We are not married to, in a Civil Union with or a Domestic Partner of anyone else; and
- We are not related by blood closer than permitted for marriage under the laws of our state.

*The Empire State Pride Agenda Foundation is the non-partisan 501(c)(3) research, education and advocacy organization affiliated with the Empire State Pride Agenda, Inc. The Foundation advances the Pride Agenda's public policy goals by: educating public officials and policymakers; building coalitions and mobilizing allies; and organizing, empowering and educating the LGBT community in urban, suburban and rural communities across New York State.*