

**DOMESTIC PARTNER'S COVERAGE**

Domestic Partner's may be enrolled in the District's health, dental and vision benefits. Domestic Partnership shall exist between two persons regardless of their gender, and each of them shall be the domestic partner of the other if they both complete, sign and file with District Human Resources the "Affidavit of Domestic Partnership" which includes the following statements:

1. The two parties have resided together for at least six months and have chosen to share their lives in a committed relationship of mutual caring, similar to marriage, for an indefinite amount of time.
2. The two parties are: not married, eighteen (18) years or older, not related by blood closer than would bar marriage in the State of California, and mentally competent to consent to contract.

Under the Local 1 Contract, the two parties are: not married or legally separated from anyone else, eighteen (18) years or older, not related by blood closer than would bar marriage in the State of California, and mentally competent to consent to contract.

3. The two parties declare that they are each other's sole domestic partner; they are responsible for their common welfare, and are financially interdependent. Neither individual has had another domestic partner within the prior twelve months unless the relationship terminated due to death. "Financial Interdependence" means that the domestic partners have entered into a contractual commitment for the financial responsibility or have joint ownership of significant assets (such as home, car, bank accounts) and joint liability for debts (such as mortgages and major credit cards). Financial Interdependence is demonstrated by meeting at least two of the following conditions:
  - a) Hold a joint mortgage or lease
  - b) Designate a partner as the beneficiary of life insurance or retirement benefits
  - c) Designate a partner as primary beneficiary in a will
  - d) Assign a health care power of attorney to the partner
  - e) Jointly own a bank account or credit account
  - f) Jointly own a car

For Local 1 employees, financial Interdependence is demonstrated by having a registered domestic partnership filed with the California Secretary of State and two of the above conditions.

4. The two parties agree to notify the District in writing if there is any change in the circumstances attested to.
5. Domestic partners must complete the appropriate health and dental enrollment forms. The employee must complete a salary reduction agreement in full payment of the premium for the requested coverage for the domestic partner.
6. Dependents of a domestic partner who are legally adopted by the employee and who meet the eligibility requirements of the plans shall be eligible for coverage.
7. Termination of the partnership shall not give to the non-employee domestic partner nor the dependents of the domestic partner the rights to the District COBRA coverage or Kaiser conversion coverage.

United Faculty Agreement, Article 21  
Public Employees Union, Local 1, Article 20