

## **Section G: Personnel**

### **GBJA Domestic Partner Insurance Coverage**

Region 8 shall provide the opportunity for the Domestic Partner of an employee to be covered by the insurance program(s) utilized by the employee. Such coverage shall be solely at the "Partner's" expense, with no financial contribution by Region 8. To be eligible for coverage, the Domestic Partner must meet the definition of a Domestic Partner contained in regulations accompanying this policy (GBJA-R) and complete the "Declaration of Domestic Partner" affidavit that is part of the regulation. Domestic Partners are excluded from participation in the Region 8 Section 125 Plan, as they do not qualify as dependents under Section 125 of the IRS Code. Domestic Partners are also ineligible for continuation of benefits under COBRA.

At the time of application for Domestic Partner coverage, the employee will be provided with the definition of Domestic Partnership and the Declaration of Domestic Partner Affidavit. Falsification of any information on these declarations shall result in disciplinary action up to and including dismissal of the employee and civil action against the employee and/or the Domestic Partner. Failure of notice of any change in circumstances may also lead to disciplinary action against the employee and recovery of benefits improperly paid, as well as reasonable attorney fees.

All forms and valid documentation of domestic partnership provided by the employee will be forwarded to the insurance provider for final verification and approval.

Cross Reference: GBJA-R – Definition of Domestic Partnership

First reading: 6/21/06, 8/26/15

Adopted: 8/23/06, 9/30/15

Reviewed: 4/29/09

Revised: 8/18/15