

AFSCME Local 57

SIDE LETTER ON DOMESTIC PARTNERS

Effective May 1, 1998, UCSF Stanford Health Care implemented a policy which provided employees the opportunity to enroll same-sex domestic partners, and the children of domestic partners, in UCSF Stanford Health Care employee benefits plans available to spouses and dependent children of UCSF Stanford employees, excluding life insurance benefits. Domestic partners are also eligible for pension benefits when designated as a beneficiary by the employee.

In order to enroll a same-sex domestic partner in a benefit plan, the employee must certify that he/she shares a long-term committed relationship with the domestic partner. A domestic partnership must meet the following criteria: partners must have been living together for at least six months prior to enrollment; have an exclusive mutual commitment similar to that of marriage; and be financially responsible for each other's well-being and debts to third parties. Neither partner may be married to anyone else or have another domestic partner.

Dependent children of a same-sex domestic partner may also be eligible for benefits under this plea. In general, unmarried natural or adopted children, or children for whom an employee or his/her partner has legal guardianship, who live with and are dependent on an employee or his/her partner for support, are eligible to receive benefits.

Although employees are not eligible for Family and Medical Leave Act (FMLA) leave to care for a domestic partner or dependent child of a domestic partner under federal law, UCSF Stanford Health Care will provide an equivalent type leave to employees who must care for a same-sex domestic partner or dependent child of that partner, who otherwise would be eligible for FMLA leave.