

## **Resolution in Support of Domestic Partner Benefits**

**Whereas**, The University of Alabama accepts its responsibility to treat all employees equitably, and

**Whereas**, the current University benefits' policy discriminates against partners of unmarried employees, and

**Whereas**, provision of benefits to domestic partners is legal in the State of Alabama, and

**Whereas**, the provision of such benefits will have only a minor effect on university finances, and

**Whereas**, such benefits are provided by universities with which The University of Alabama competes for faculty and other employees, and

**Whereas**, eligibility criteria for such benefits can be made specific (see attached [example criteria](#)),

**Therefore, be it resolved** that the Faculty Senate of The University of Alabama urges the University administration to extend all university benefits available to spouses of University employees to domestic partners of unmarried University employees (see attached [benefits](#)).

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### **Example Criteria for Domestic Partner Benefits**

*The following criteria are examples of those commonly used by other universities in determining eligibility. They are provided here as examples that UA could adopt and to address the concerns of those who might see this program as being too open-ended.*

Those desiring such benefits must file an affidavit with the University declaring that:

1. They are unmarried.
2. They share the same residence and have been in a mutually exclusive partnership relationship for at least 12 months.
3. They intend to remain in this relationship indefinitely.
4. They are not related by blood or marriage to the degree prohibited for legal marriage in the State of Alabama.
5. They are jointly responsible for each other's welfare and share each other's financial obligations as evidenced by three or more of the following:
  - o A joint mortgage or lease.
  - o Joint ownership of a motor vehicle, bank account, or credit account.
  - o A partner is named as beneficiary of life insurance or retirement benefits.
  - o A partner is named as the primary beneficiary in the other partner's will.
  - o A partner has been assigned power of attorney by the other partner.

- Household expenses are shared by both partners.
- One partner has provided more than 50 percent of the support for the other partner and that partner's dependents.

Further, they must agree to:

1. Notify the University in writing of any change in partnership status within 30 days of such change.
2. Identify the names of all eligible dependents and their relationships to the partners.

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### **Benefits Provided**

Domestic partners and their dependents shall be granted the same services and benefits as those provided to married spouses and their dependents, except where expressly prohibited by law. All University policies that affect employees, spouses, and their families also apply to employees, domestic partners, and their families.

Adopted by the Senate November 21 2000.