

Yale University
Civil Union & Same-Sex Marriage Policy
Revised 01/2009

Background:

Consistent with the recent Connecticut Supreme Court decision in *Kerrigan v. Commissioner of Public Health*, the University is amending its policy regarding benefits for same-sex partners. As of January 1, 2009, same-sex married partners will now receive benefits under the University's existing marriage/spousal benefits policy. Same-sex partners joined in a civil union will continue to receive benefits.

Effective Date of change:

January 1, 2009

Eligibility requirements:

New Staff

The University will require that same-sex partners either be married or joined in a civil union in order to be eligible to enroll in the University's medical, dental or vision benefits. The University will recognize civil unions or marriages that are valid in other states. If a new employee moves to Connecticut with an existing same-sex partner and is not joined in a union or marriage recognized in another state prior to the new employee's hire date with the University, the University will extend benefits to the same-sex partner for a period not to exceed a 180 days in order to provide time for a civil union or marriage.

Existing same-sex couples

For those same-sex couples enrolled under a prior University policy, coverage will continue under the terms of that policy and *no action is required*. As with all qualifying events under our benefit plans, if an employee currently does not have a same-sex spouse or partner covered under the University's medical, dental or vision plans and wishes to add a same-sex partner outside of the annual enrollment period, an employee may do so by attesting to the marriage or civil union within 30 days from the date of the marriage or union.

Tax implications or exemptions

Because same-sex marriages or civil unions are not recognized by the federal government, the spouse or partner benefits will continue to be subject to federal taxation. Under Connecticut state law, the spouse or partner benefits will not be taxed.