1. **Q:** Who is a Registered Domestic Partner?

   Under California Family Code Section 297, a **Registered Domestic Partner** is:

   Someone who shares a common residence;

   Agrees to be jointly responsible for basic living expenses incurred during their domestic partnership;

   Is not married nor a member of another domestic partnership;

   Is not related by blood in a way that would prevent the employee from being married to each other in the State of California;

   Is eighteen (18) years of age or older;

   Is a member of the same sex or one/or both people is/are over the age of 62 and meet the eligibility criteria under Title II of the Social Security Act as defined in 42 U.S.C. Section 402(a) for old-age insurance benefits or Title XVI of the Social Security Act as defined in 42 U.S.C. Section 1381 for aged individuals;

   Is capable of consenting to the domestic partnership; and

   Has not previously filed a Declaration of Domestic Partnership with the Secretary of State pursuant to Division 2.5 of the Family Code that has not been terminated under Section 299 of the Family Code.

2. **Q:** Who is eligible for Registered Domestic Partner benefits?

   Benefits-eligible faculty and staff may enroll their Registered Domestic Partner in SCU’s eligible benefits programs.

3. **Q:** Will my Registered Domestic Partner’s child/children be eligible for benefits?

   Yes. The Registered Domestic Partner’s child/children and adopted child/children who meet the IRS definition of dependent child/children are eligible to participate in the benefits programs.

4. **Q:** To which benefits will my Registered Domestic Partner be eligible?

   You may enroll your Registered Domestic Partner in the following university programs: medical, dental, vision, EAP, long-term care and supplemental life insurance, and tuition remission.

5. **Q:** How do I become a Registered Domestic Partner?

   You must complete the Declaration of Domestic Partnership Registration form which can be found at [www.ss.ca.gov/dpregistry/index.htm](http://www.ss.ca.gov/dpregistry/index.htm) and mail it in to the Secretary of State, P.O. Box 942877, Sacramento, CA 94277-0001. For additional questions on registration and costs, please call 1-916-653-3984.
6. **Q:** How do I enroll my Registered Domestic Partner into SCU’s Health and Welfare plans?  
   Please contact Ingrid Williams at iwilliams@scu.edu or dial (408)554-4096 to request the applicable forms to be completed.

7. **Q:** Will I need to provide documentation to enroll my Registered Domestic Partner?  
   Yes. All benefits-eligible faculty and staff who make changes effective January 1, 2005 will be required to complete a form certifying that all the family members and Registered Domestic Partners are eligible to enroll in the benefits programs. This would include certifying your Registered Domestic Partner.

8. **Q:** Is there a deadline to enroll my Registered Domestic Partner?  
   Yes. Registered Domestic partners, who have registered with the State of California prior to January 1, 2005, must complete the necessary paperwork to enroll in the benefits programs **no later than January 15, 2005**. Otherwise, faculty and staff must wait until the Open Enrollment period next year with an effective date of January 1, 2006.

   Like newly married faculty and staff, domestic partners who register through the State of California in the future, must complete the enrollment forms and necessary documentation within thirty one (31) days of becoming registered.

9. **Q:** Are there tax implications of these benefits?  
   Yes. The Internal Revenue Code requires that any portion of domestic partner dependent premium cost funded by the University be included in the employee’s gross income for Federal income taxes and FICA employment taxes. In addition, any portion of domestic partner premium cost funded by the employee must be paid for with post-tax dollars (not pre-tax through the Section 125 plan). However, Registered Domestic Partners are not subject to California state income taxes. Individual circumstances may vary. For more information about the tax ramifications for domestic partners, please visit [http://www.taxprophet.com/hot_topic/November04ht.shtml](http://www.taxprophet.com/hot_topic/November04ht.shtml). **This information does not constitute tax advice. Please contact your tax professional, for more information on the tax implications of domestic partner coverage.**