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Date: May 12, 2006 2:08:54 PM CDT  
Subject: CMS Health, Dental, and Vision Benefits for Same-Sex  
Domestic Partners

May 12, 2006

To: Benefit Eligible Employees

From: J. David Stewart, Interim Associate Vice President for Human  
Resources

Re: CMS Health, Dental, and Vision Benefits for Same-Sex Domestic  
Partners

The University of Illinois has notified CMS today that the University will participate in the State of Illinois Domestic Partner Group Insurance Benefits program to provide health, vision, and dental insurance coverage to same-sex domestic partners of University employees. Full details of the State program are available on the CMS web site at:

[http://www.state.il.us/cms/3\\_servicese\\_ben\\_choice/DependentCoverage.htm](http://www.state.il.us/cms/3_servicese_ben_choice/DependentCoverage.htm)

Select the "enrollment and information packet" link under the Domestic Partner section.

The University is pleased to be able to offer this program to employees with same-sex domestic partners. There are a number of advantages to participation in the State's Group Insurance program, including reduced up front costs, open enrollment periods, and a greater choice in plan providers.

Interested employees should read the information packet carefully to understand the tax implications associated with enrolling a domestic partner as a dependent. There may be increased tax liability for an employee whose domestic partner does not meet the IRS tax dependent qualifications. Employees should consult with a tax advisor regarding tax consequences.

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ENROLLMENT DURING BENEFIT CHOICE  
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Employees who wish to enroll their same-sex domestic partner in the State Group Insurance Benefits program effective July 1, 2006 must do so during the current Benefit Choice open enrollment period that is now in progress. The Benefit Choice period will not be extended, so employees must apply for dependent coverage for their domestic partners by May 31, 2006.

If coverage is not elected by May 31, 2006, a domestic partner may be added to an employee's coverage either during a future annual Benefit Choice period or upon experiencing a qualifying change in status.

At this time, an employee with a same-sex domestic partner will have the option of participating in EITHER the State Group Insurance Program OR the University's Reimbursement Plan, but may not participate in both.

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HOW TO ENROLL  
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To enroll, employees must do the following by May 31, 2006:  
1) complete the two forms included in the State Group Insurance Program Enrollment and Information Packet and 2) submit the forms along with supporting documentation to the campus Benefits office.

The required forms are the "State of Illinois Group Insurance Program Domestic Partnership Affidavit" and the "Domestic Partner Enrollment Form." Even if you already have a University of Illinois Affidavit of Domestic Partnership form on file with the University's Benefits Service Center, you MUST complete the State Group Insurance Program's affidavit in order to apply for this benefit.

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ALTERNATIVE OPTION  
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The University will continue to offer the current Domestic Partner Health Insurance Premium Reimbursement Plan. The decision to continue to offer the University Health Insurance Reimbursement Plan will be reviewed and evaluated on a year to year basis prior to the annual Benefit Choice open enrollment period. Information on the University's Reimbursement Plan is available in NESSIE at:  
[https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item\\_ID=1654](https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item_ID=1654)

**\*\*REMINDER:** At this time, an employee with a same-sex domestic partner will have the option of participating in EITHER the State Group Insurance Benefits program OR the University's Reimbursement Plan, but may not participate in both.

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CONTACT INFORMATION  
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If you have questions about the State of Illinois Domestic Partner Group Insurance Benefits program that are not answered in the Enrollment and Information packet, you may call CMS at 1-800-442-1300.

If you have questions about Benefit Choice or the University's Domestic Partner Health Insurance Premium Reimbursement Plan, or you would like to meet with a Benefits Counselor, you may call your campus Benefits Service Center:

Chicago: 312-996-6470

Springfield: 217-206-7142

Urbana: 217-333-3111

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Some email programs split long URL links across two lines. If you cannot reach the desired page by clicking on the links above, copy all text between the parentheses and paste it into your browser.

The State Domestic Partner Enrollment and Information packet can also be accessed by going to <http://www.benefitschoice.il.gov> and selecting "State Employees," then clicking on "Dependent Coverage" (about  $\frac{3}{4}$  down the page), and then clicking "enrollment and information packet."

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